

# ***HQ U.S. Air Force Academy***

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*Integrity - Service - Excellence*

## **Fall 2003 Superintendent's Social Climate Assessment**



**34 TRW/CCX**

**DFBL**

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# Overview

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- **Survey development and administration process**
- **Results by major climate areas**
  - **Gender**
  - **Discrimination against Majority (Reverse discrimination)**
  - **Race**
  - **Fear of Reprisal**
  - **Intercollegiate Status**
  - **Alcohol-related behavior**
  - **Condonation and Toleration of violations**
  - **Trust and confidence in USAFA leadership**
  - **Perceptions of safety**
  - **Trust and confidence in sexual assault respondents**
  - **Knowledge of sexual assault reporting procedures and reasons for not reporting**
- **Comparisons with other data: GAO, DoD/IG, and Prep School**
- **Conclusions**
- **Way Ahead**



# Key Definitions

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- **Sexual Harassment** is defined in Air Force Instruction 36-2706. It is a form of sex discrimination that involves unwanted sexual advances, requests for sexual favors, creation of an intimidating, hostile or offensive work environment, and other verbal or physical conduct of a sexual nature. A more detailed explanation of sexual harassment can be found in AFI 36-2706, Attachment 1. Requiring cadets to perform necessary and proper duties does not constitute sexual harassment even though the duties are arduous or hazardous or both.
- **Sexual Assault** refers to any of several offenses of a sexual nature, committed without the lawful consent of the victim, that are punishable as crimes under the Uniform Code of Military Justice. The offenses included within the term “sexual assault” include rape and carnal knowledge (Article 120, UCMJ), forcible sodomy (Article 125), and assault with intent to commit rape or sodomy, indecent assault, and indecent acts or liberties with a child (Article 134), or an attempt to commit any of these offenses.
- These definitions implemented via Commander’s Guidance on 27 May 03
- DoD/IG Survey in May 03 utilized previous definitions (broader in scope)



# Survey Development and Administration

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- **USAFA Cadet Social Climate Survey items revised by CDAWG to clarify wording, improve validity**
- **Review of DoD, AF, USMA and USNA climate instruments used to identify content areas and strategies for assessment**
- **Items added to assess alcohol, condonation/toleration, trust and confidence in leadership, knowledge of sexual assault reporting procedures and reasons for non-reporting**



# Survey Development and Administration

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- Internally reviewed by:
  - HQ USAFA/XPR (Office of Institutional Research)
  - HQ USAFA/JA (Judge Advocate)
- Externally reviewed by:
  - Air Force Personnel Center
  - Defense Manpower Data Center
  - Denver Rape Assistance and Awareness Program
  - SECAF, SAF/GC, SAF/MRM
- Administered 27 Aug 03 to all cadets (Paper/Pencil)
- Participation was voluntary



- **3554 responded (86% response rate)**
  - **2910 Male** **630 Female**
  - **2771 Caucasian** **771 Minority**
  - **1339 Intercollegiate** **2196 Non-Intercollegiate**
  - **770 Class of 2004**  
**801 Class of 2005**  
**839 Class of 2006**  
**1133 Class of 2007**



# Relative Demographics

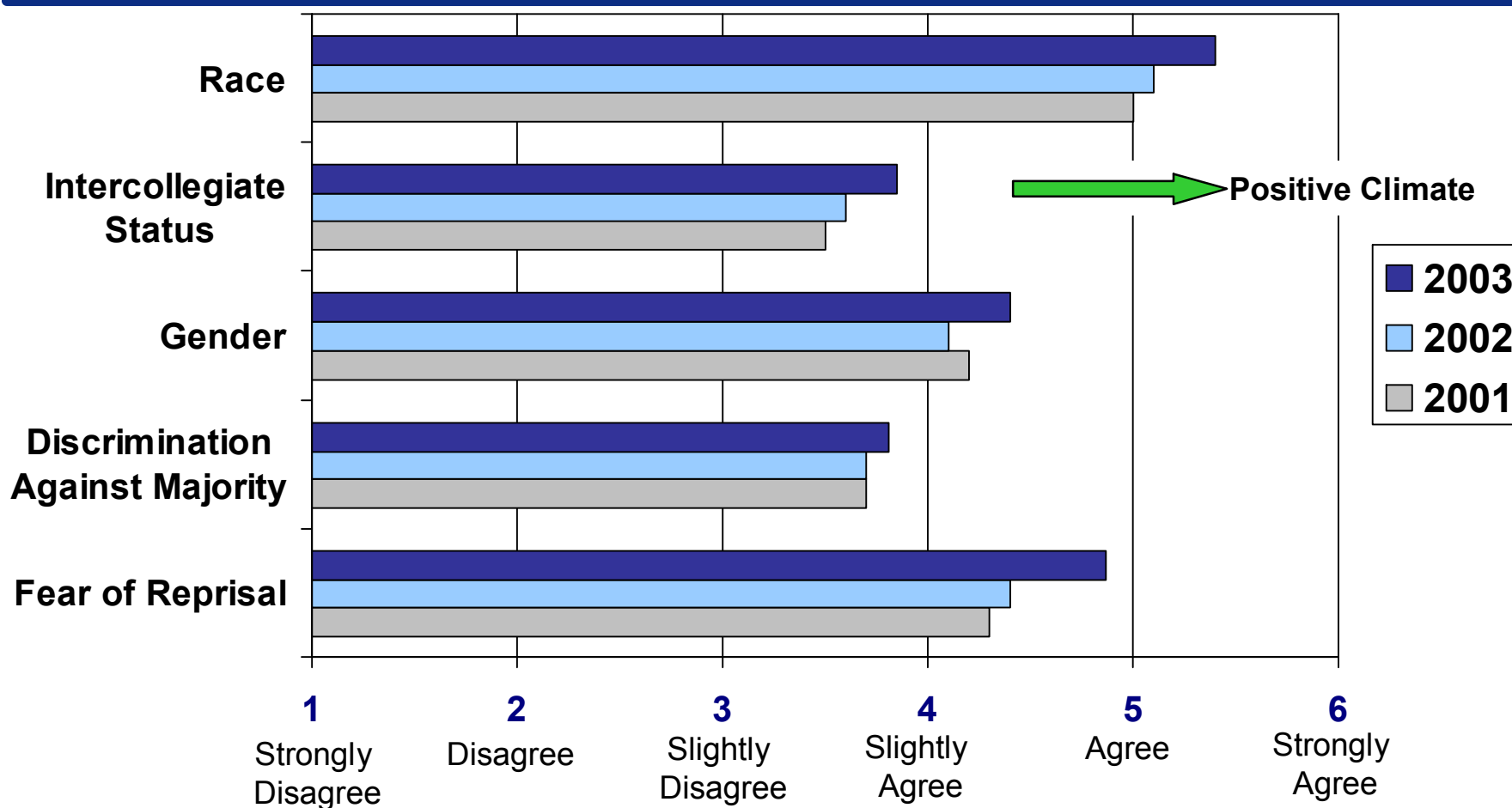
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	<u>Respondents</u>	<u>Wing</u>
■ Females	18%	17%
■ Racial/Ethnic Minority	20	18
■ Intercollegiate	38*	24
■ Class of 2004	22	24
■ Class of 2005	23	23
■ Class of 2006	24	24
■ Class of 2007	32	29

\*Respondents in intercollegiate club sports may have self-identified as intercollegiate athletes (e.g., Rugby Team is a club sport that competes against other college teams)



# Means of Aggregated Climate Factors

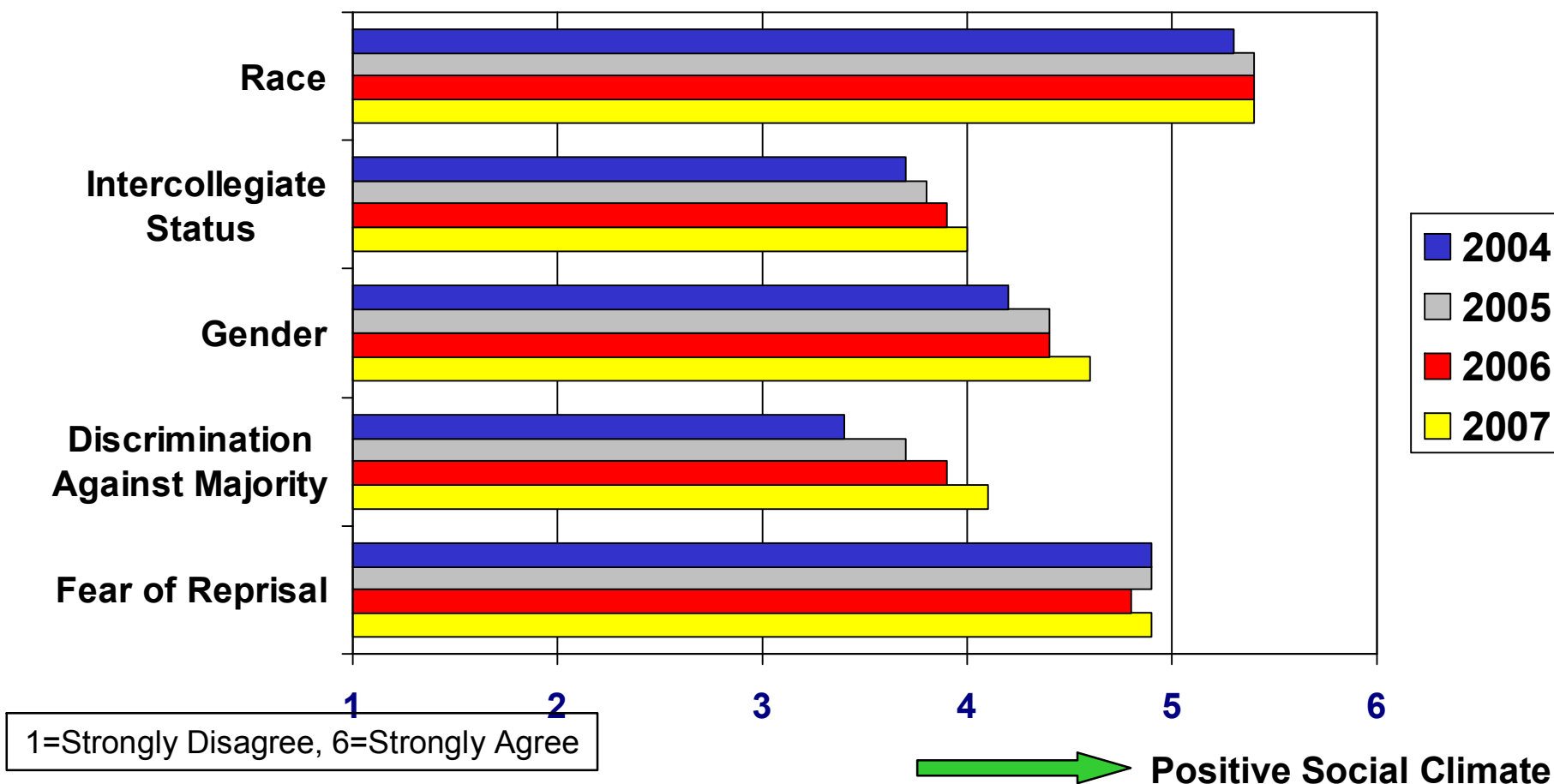


- Comparison of Section II items with previous surveys utilizing similar items indicates slight improvement in overall social climate





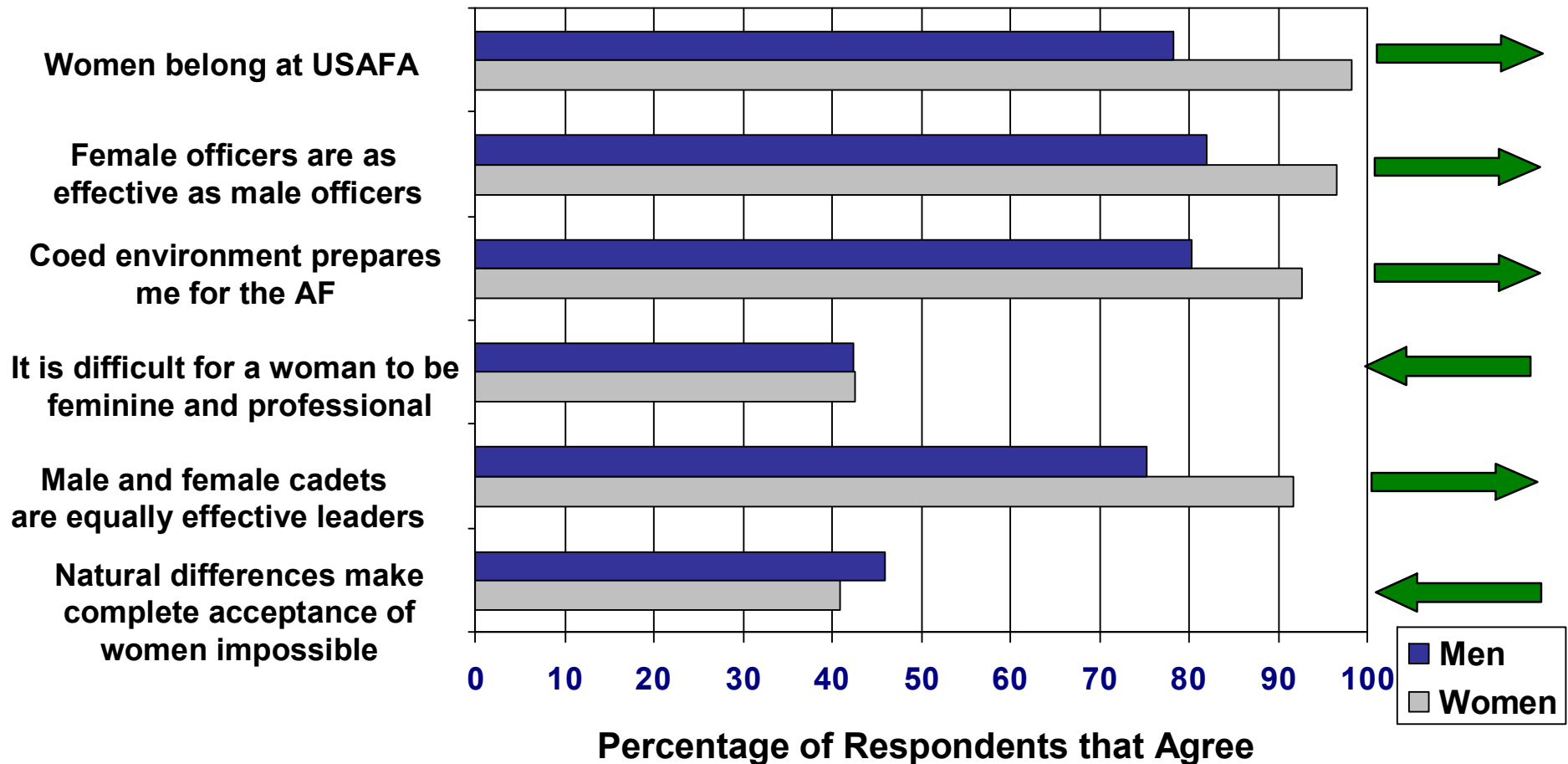
# Means of Aggregated Climate Factors by Class



**- Perceptions of some climate factors are less positive for older cadets**

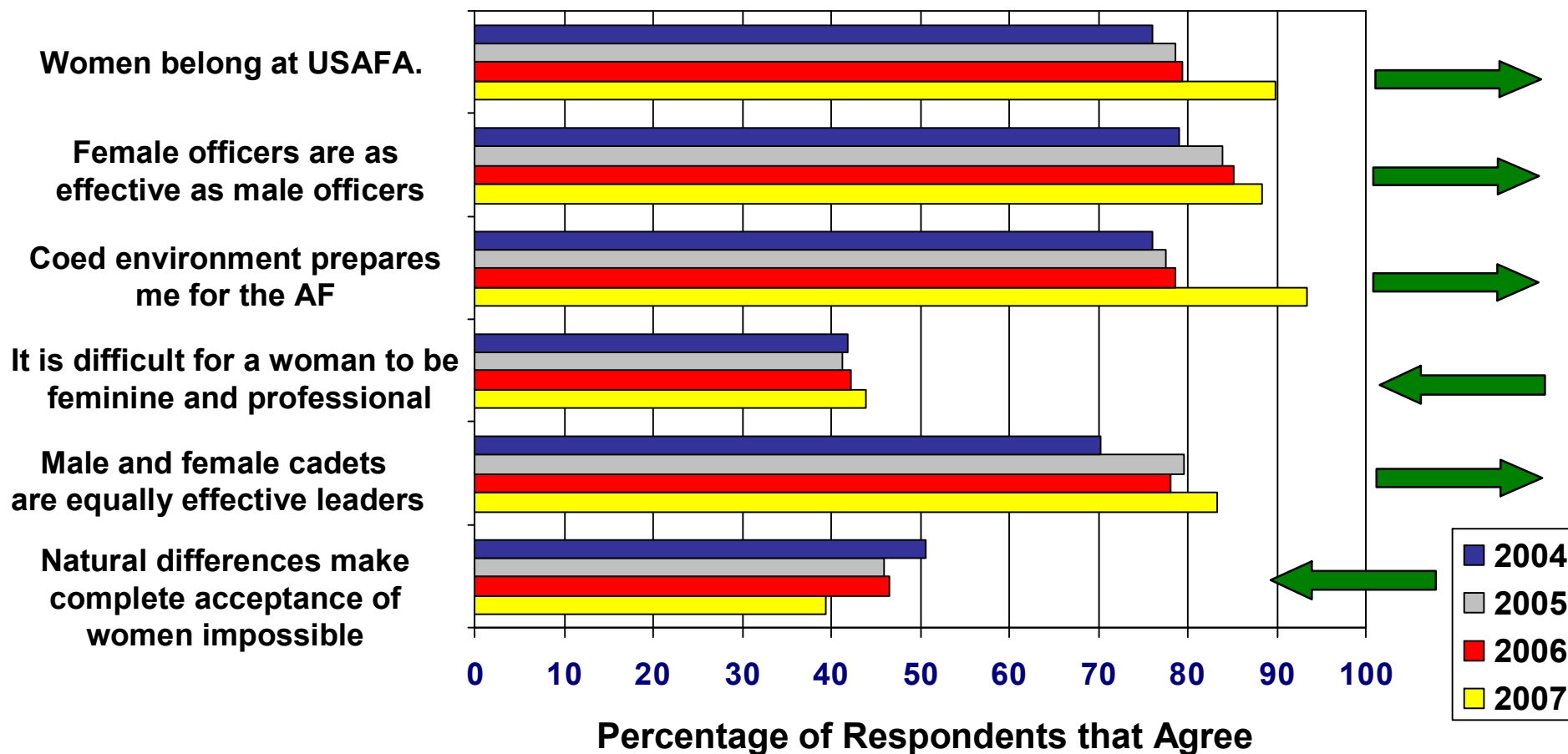


# Gender Subscale Items by Gender





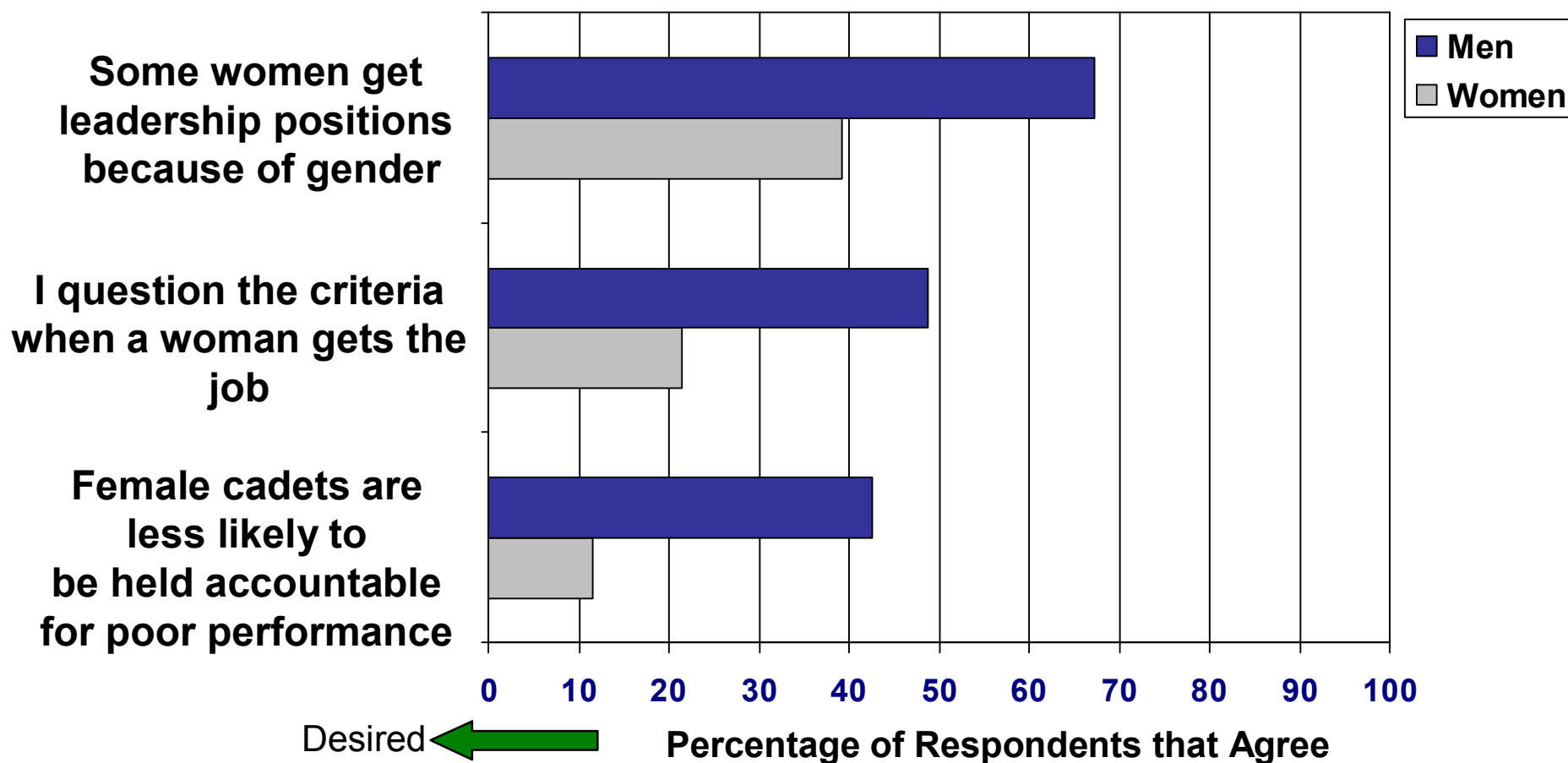
# Gender Subscale Items by Class Year



**- Upperclass cadets report more troubling attitudes regarding gender issues than do 4<sup>th</sup> classmen.**



# Discrimination Against Majority Items by Gender



**- Many male cadets believe women receive preferential treatment**



# Summary of Findings regarding Gender Attitudes

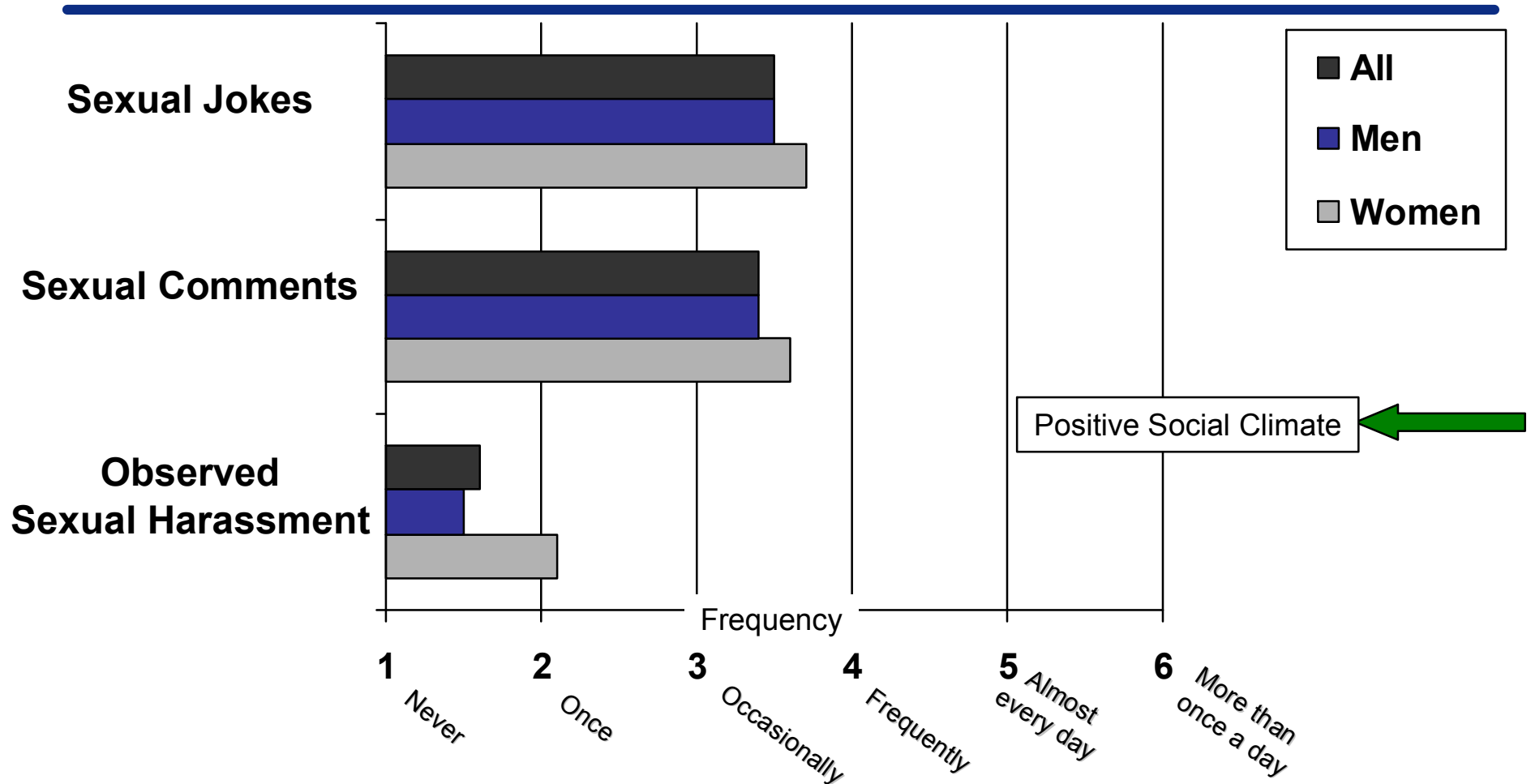
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- 22% of male cadets believe women do not belong at USAFA – this number is much lower among 4<sup>th</sup> class cadets (10%)
- 18% of male cadets believe female officers are less effective than male officers
- Approximately 42% of both male and female cadets believe that women cannot be feminine and professional and that natural differences make the complete acceptance of women impossible

- A significant number of male cadets have negative attitudes toward women at USAFA
- Frequency of these negative attitudes is higher for upperclass cadets
- Even female cadets struggle with the idea of women in leadership roles



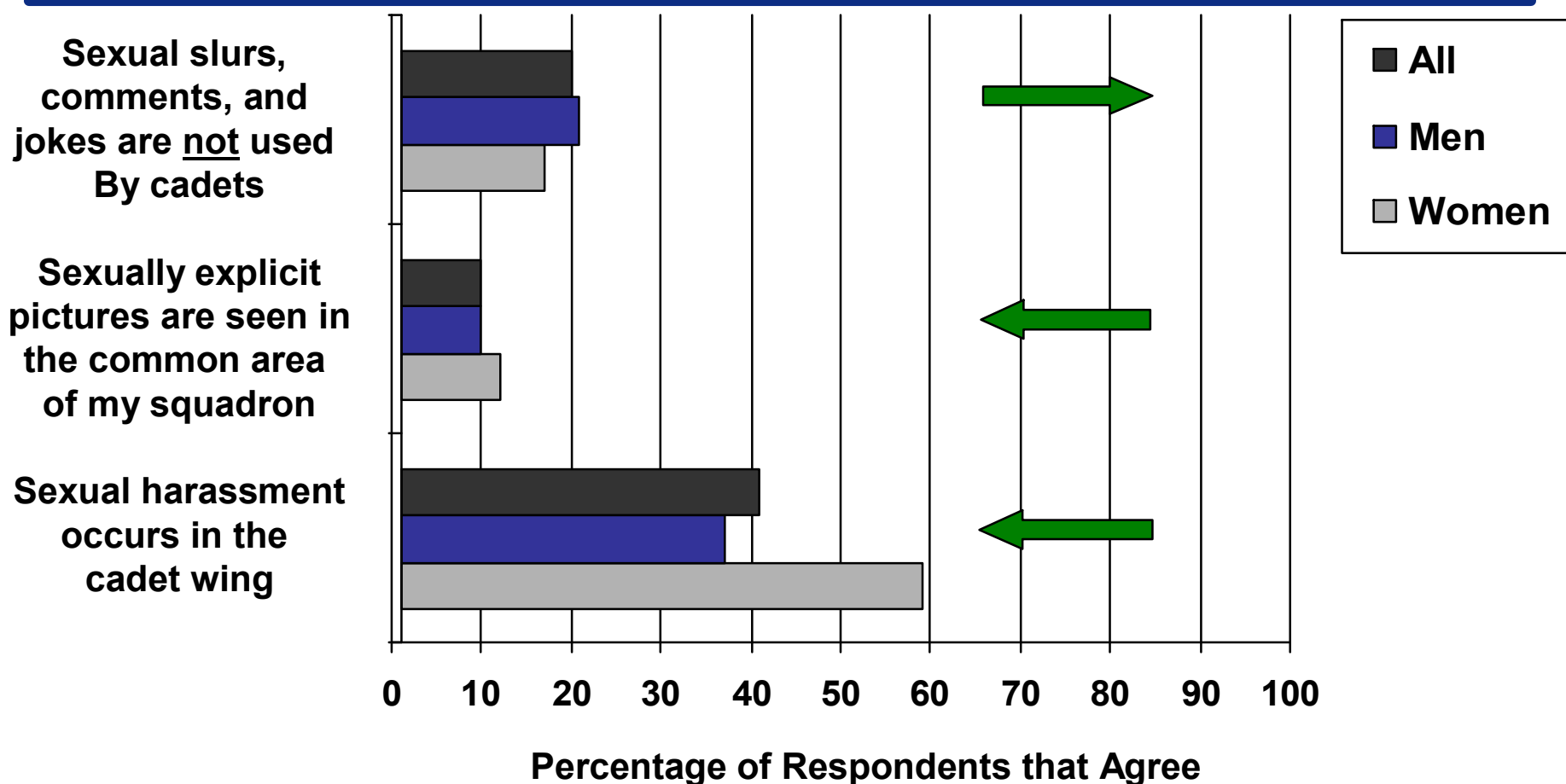
# Frequency of Sexual Jokes/Comments and Observed Sexual Harassment



- Cadets hear sexual jokes and comments, but are less likely to equate with sexual harassment



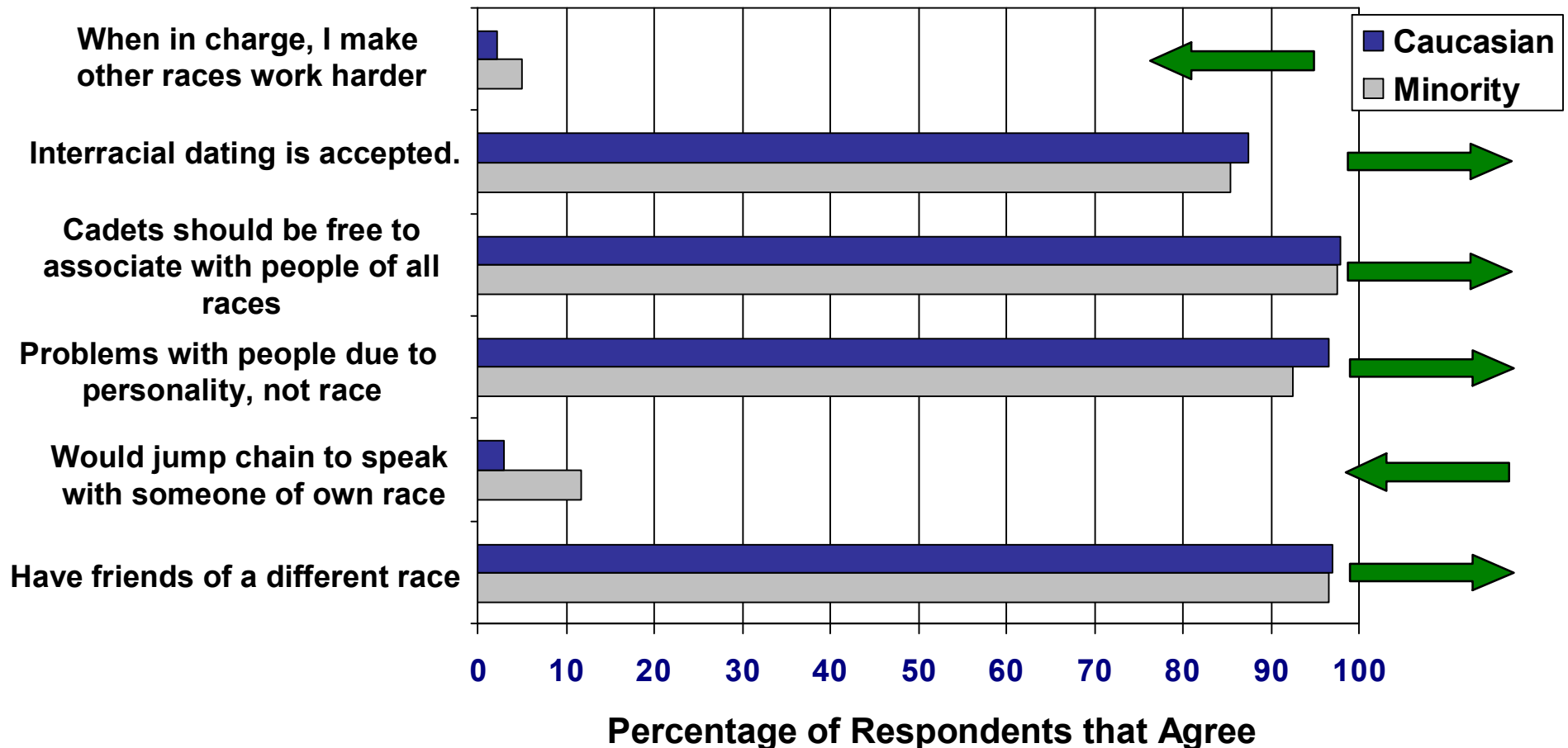
# Sexually-Related Slurs, Pictures, and Sexual Harassment



- Level of agreement on comments and jokes mirrors frequency of incidents.
- Perception of sexual harassment outpaces reporting of personal observations



# Race Subscale Items by Minority Status

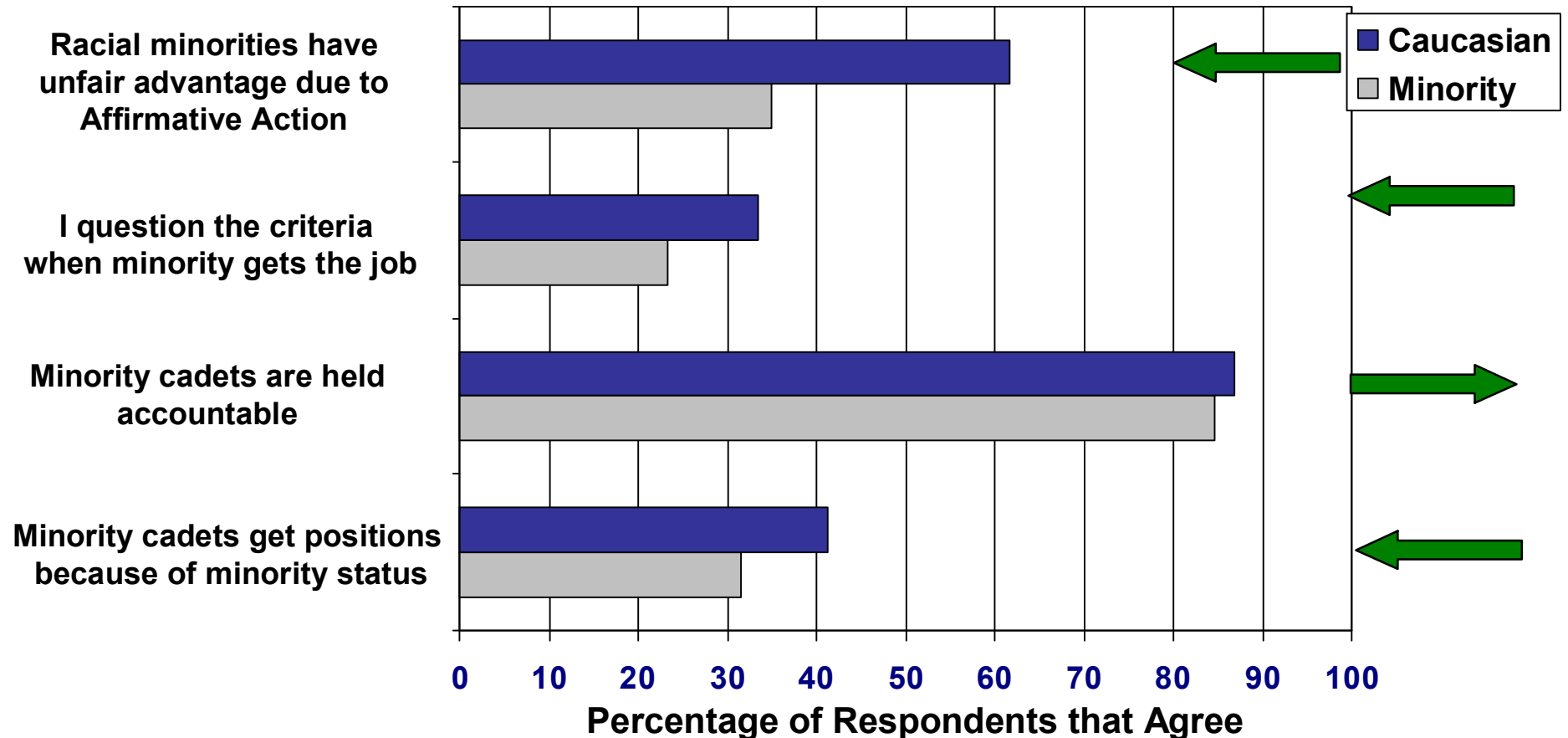


**- Positive race climate at USAFA**





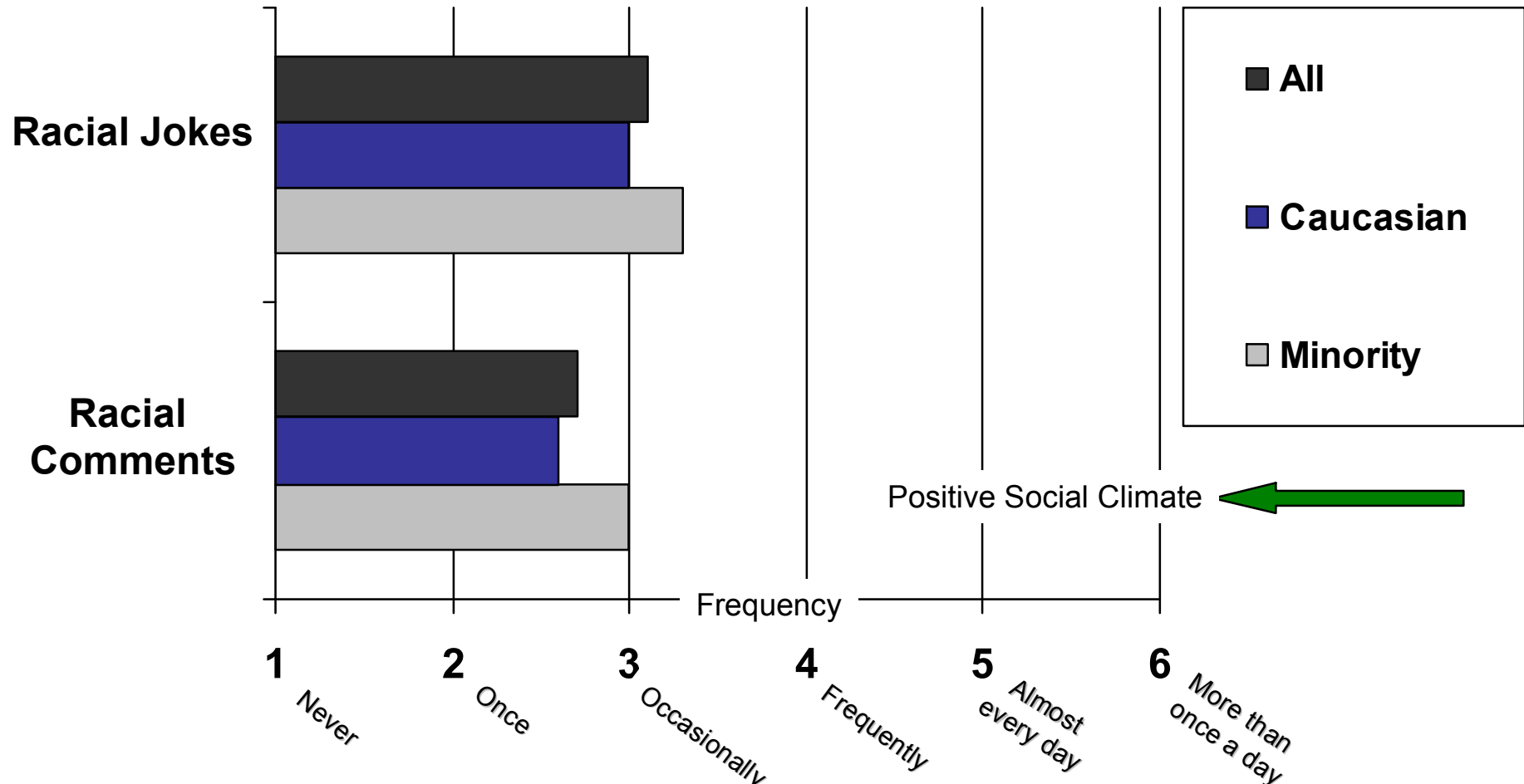
# Discrimination Against Majority Items by Minority Status



**- Despite positive race climate, some differences in perceptions exist**



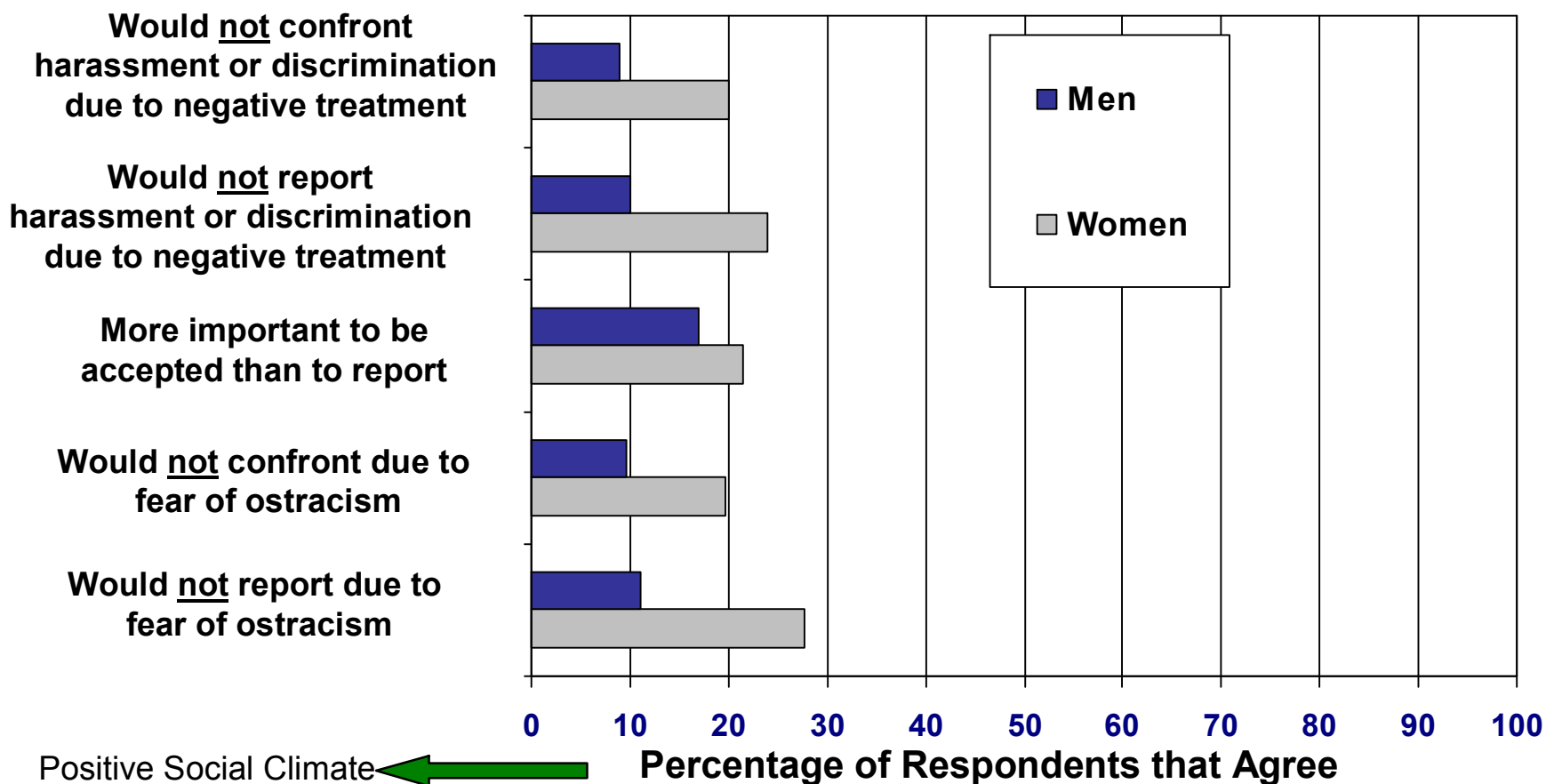
# Frequency of Racial Jokes/Comments



- Slightly lower frequency of racial jokes/comments compared to sexual jokes/comments



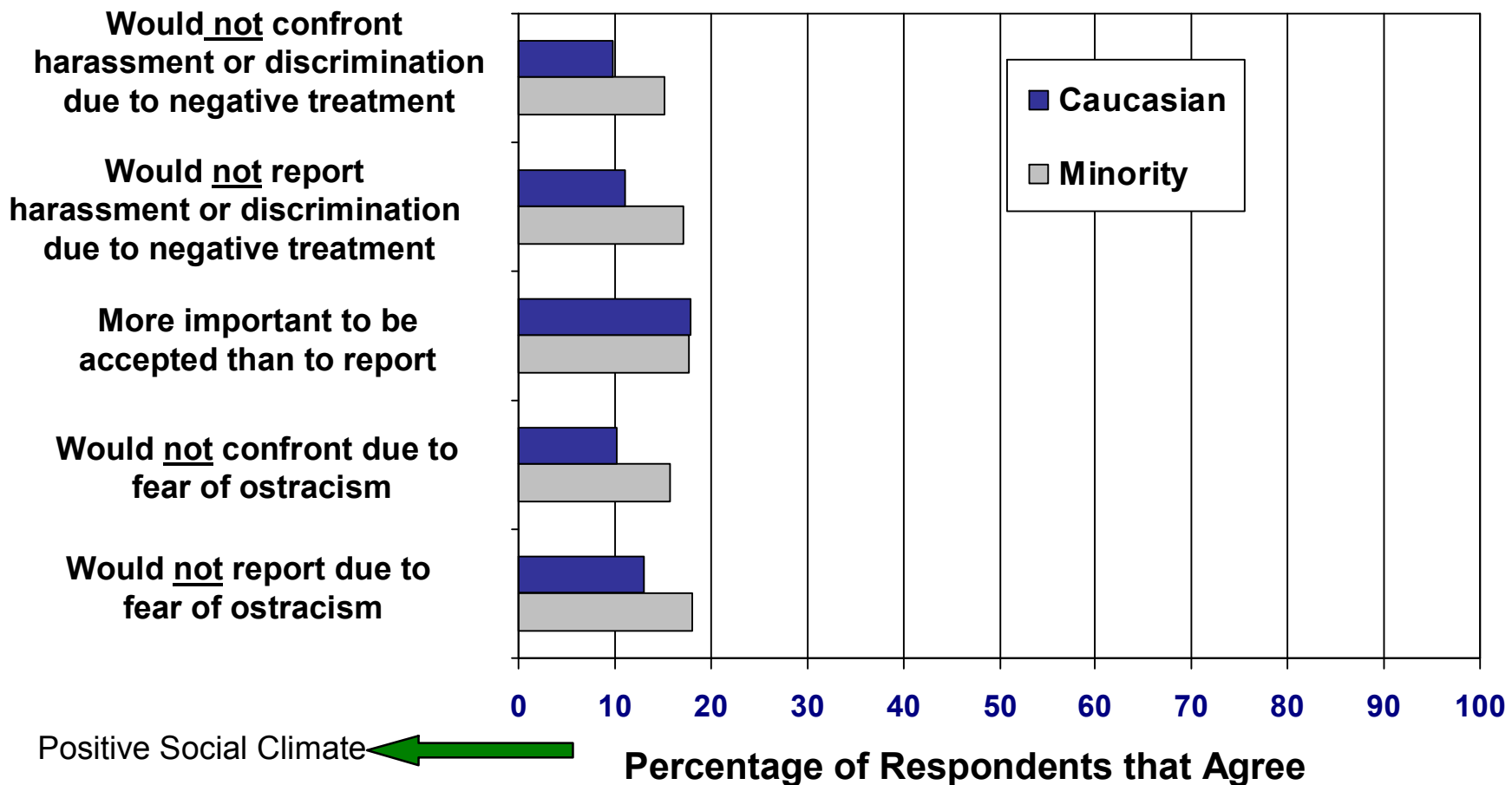
# Fear of Reprisal Subscale Items by Gender



**- 20-25% of women fear reprisal for reporting incidents of harassment/discrimination**



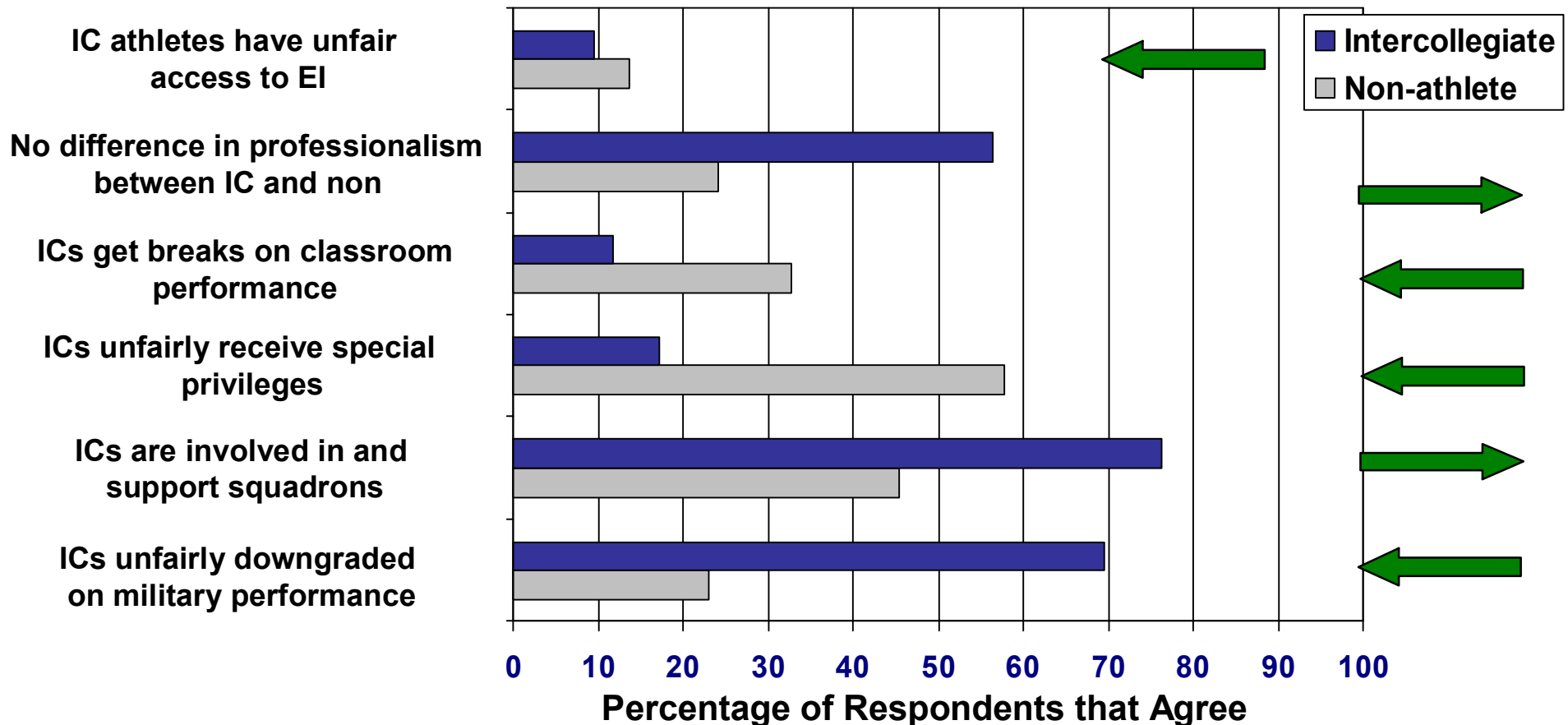
# Fear of Reprisal Subscale Items by Minority Status



**- Slightly less fear of reprisal for reporting racial harassment/discrimination than gender harassment/discrimination**



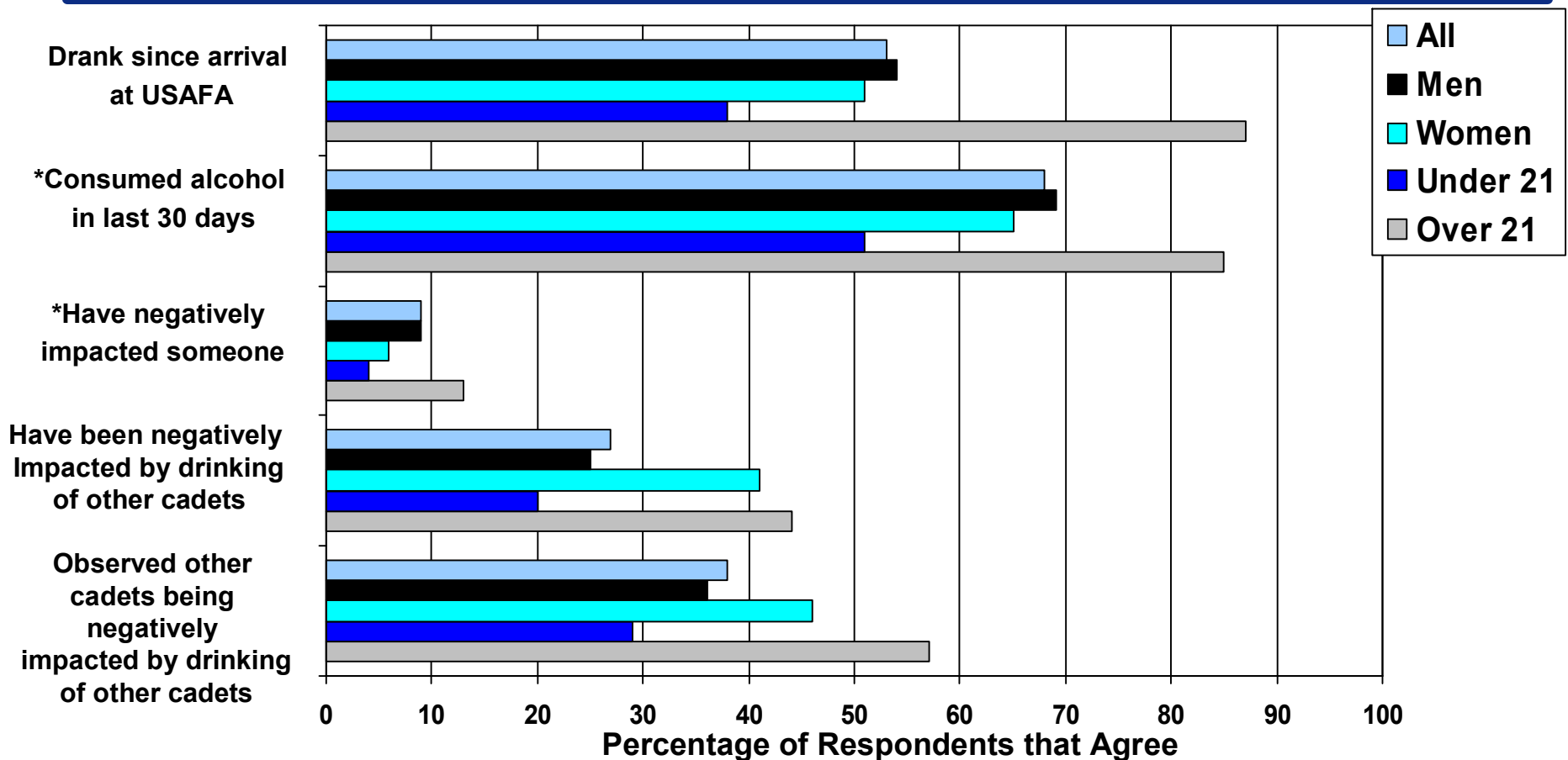
# Intercollegiate Subscale Items by Intercollegiate Status



**-Non-athletes believe special treatment is given to athletes**  
**-Athletes believe they are unfairly downgraded**



# Alcohol Outcomes Comparison by Age and Gender

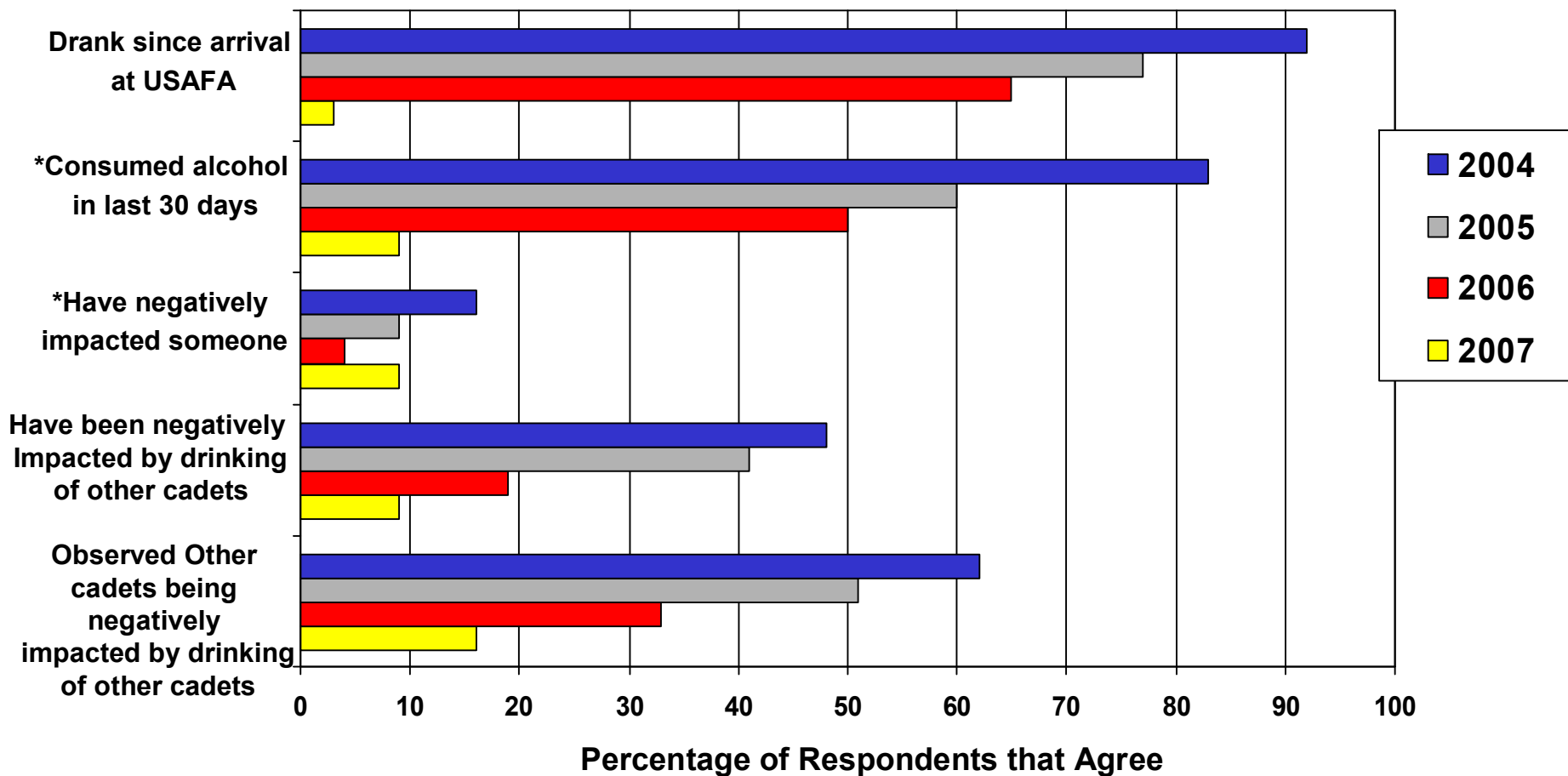


Note: Negatively impacted includes being awakened, disrupted study, hurting or assaulting someone, etc.

\*Percentages for these items are a percentage of cadets who drank alcohol since they came to USAFA.



# Alcohol Outcomes Comparison by Class Year

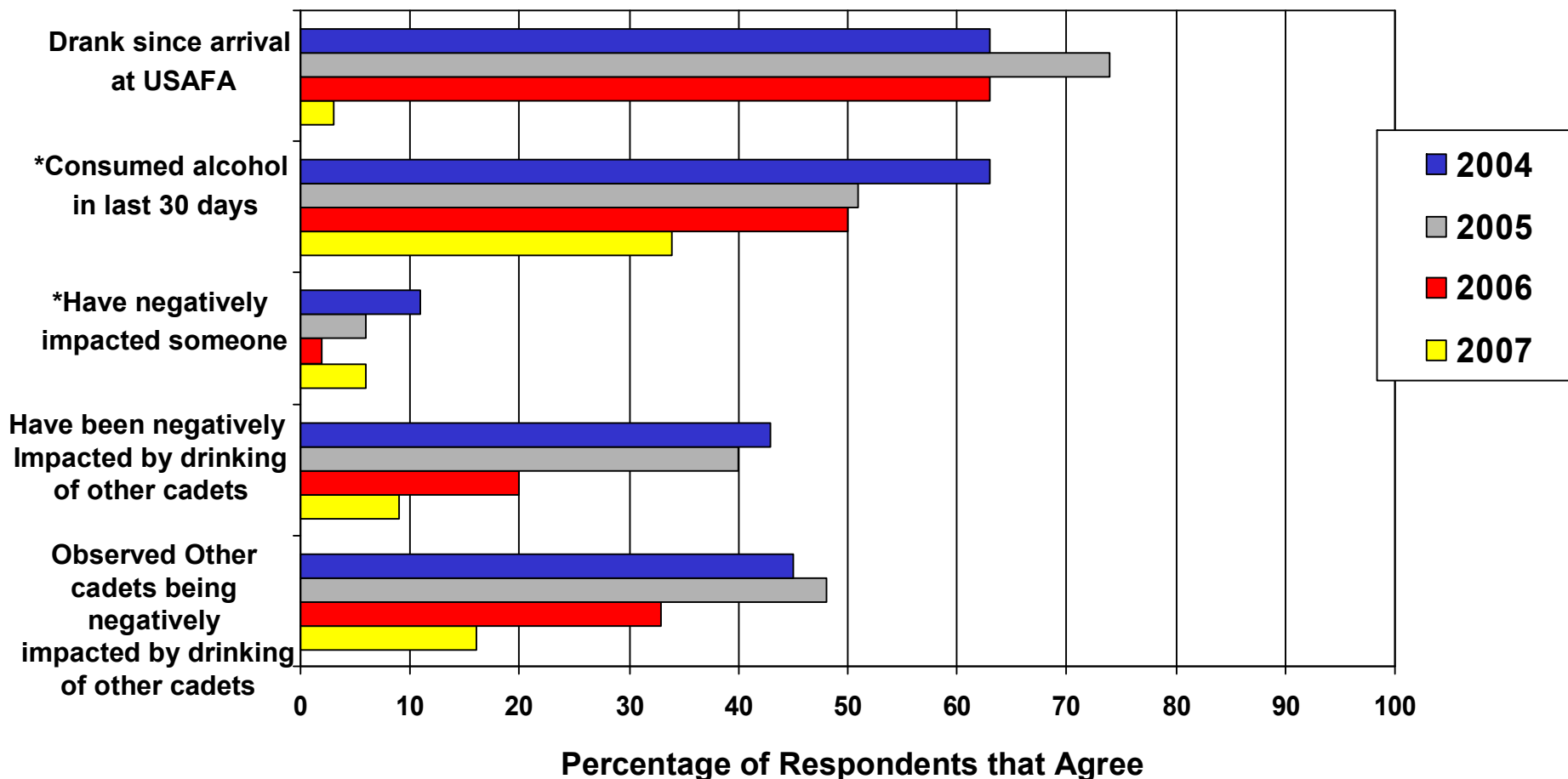


Note: Negatively impacted includes being awakened, disrupted study, hurting or assaulting someone, etc.

\*Percentages for these items are a percentage of cadets who drank alcohol since they came to USAFA.



# Alcohol Outcomes by Class Year for Cadets Under the Legal Drinking Age



Note: Negatively impacted includes being awakened, disrupted study, hurting or assaulting someone, etc.

\*Percentages for these items are a percentage of cadets who drank alcohol since they came to USAFA.





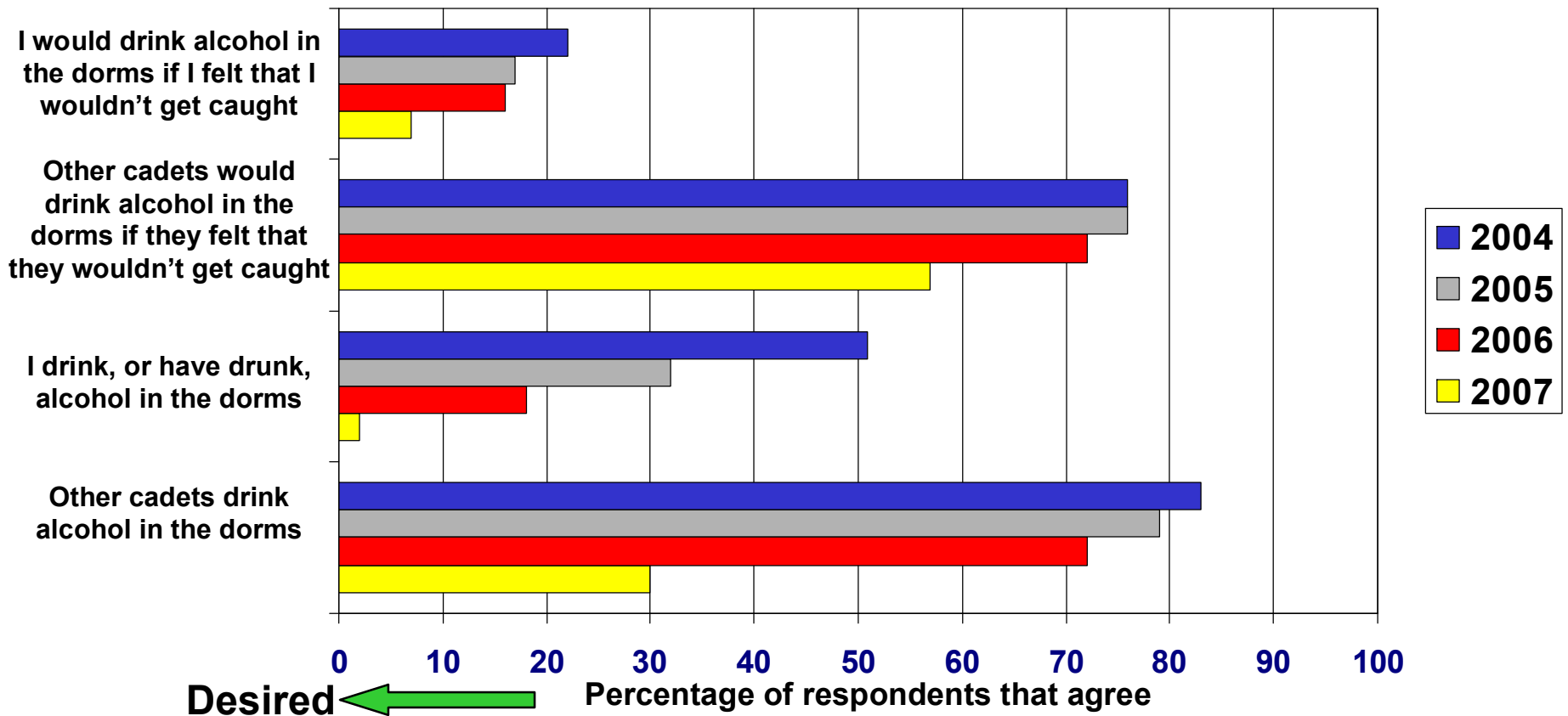
# Summary of Findings regarding Alcohol Outcomes

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- **Cadets self-reported 38% underage drinking rate**
- **Highest underage drinking reported by third classmen, suggesting initial drinking at USAFA occurs during latter part of fourth class year or early part of third class year**
- **Although few cadets report that they have negatively impacted others, a significant number of cadets report that other cadets have negatively impacted them**
- **A greater number of women than men indicate that they have been negatively impacted by the drinking of other cadets**



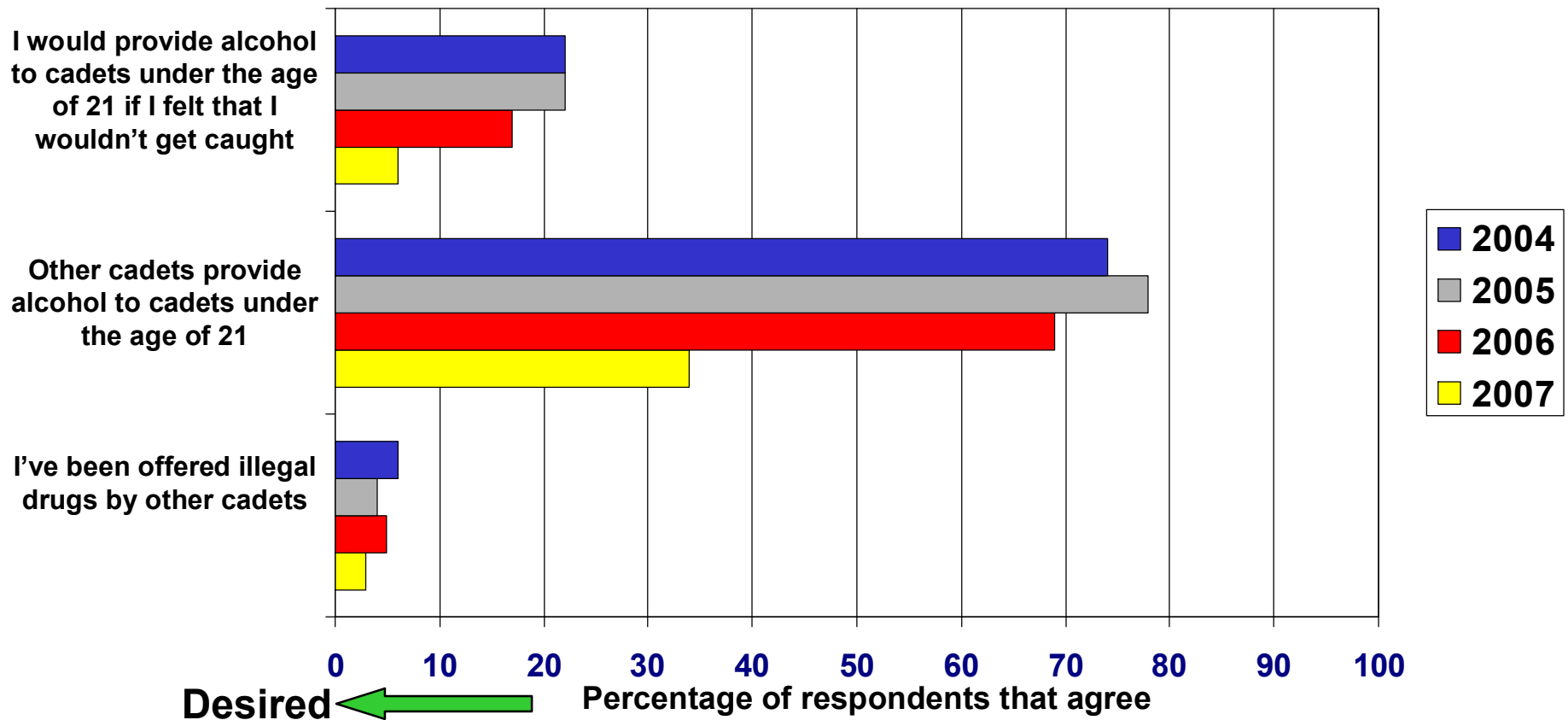
# Alcohol in the Cadet Dorms



- Perception of activity outpaces self-reporting
- Steady increase in drinking in dorms by class year



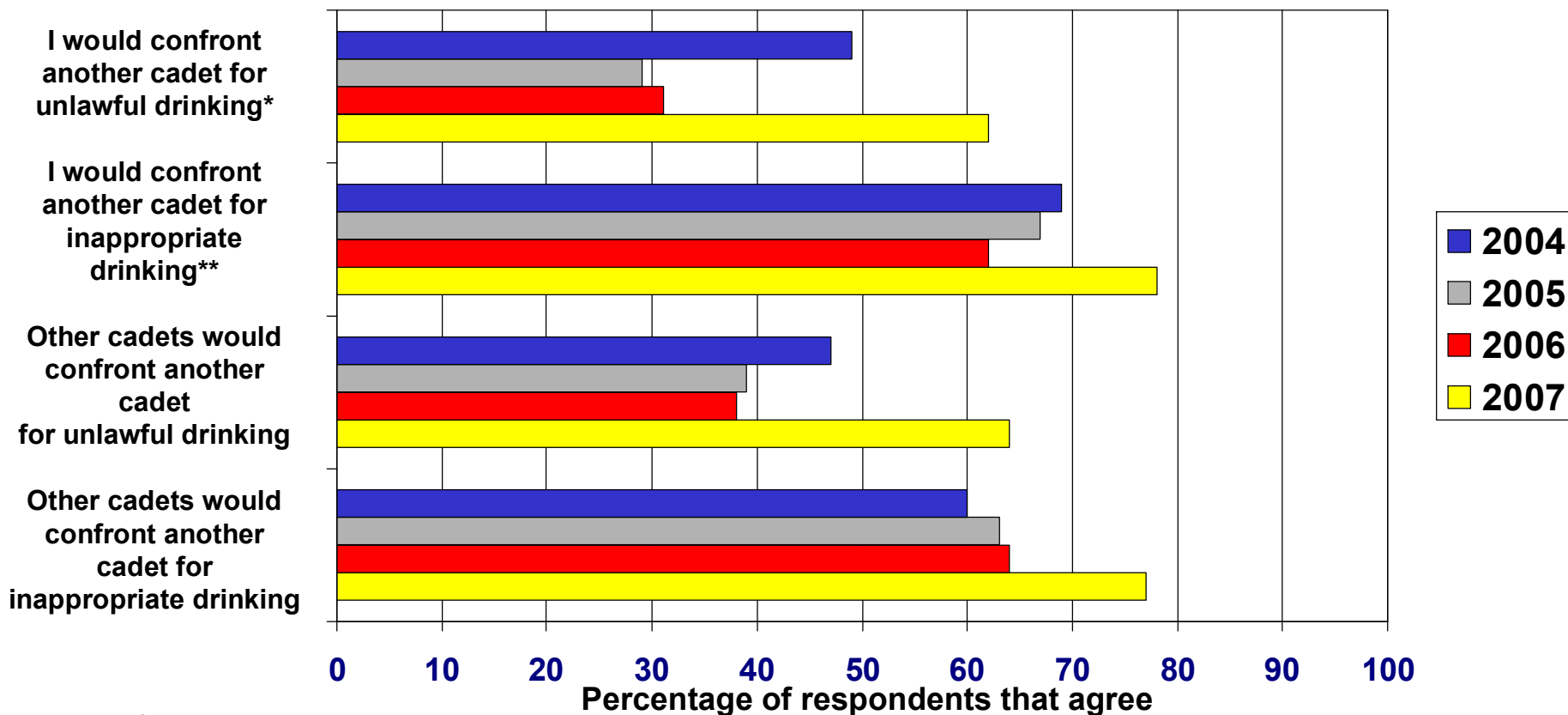
# Availability of Alcohol and Illegal Drugs



- Perception of alcohol availability outpaces self-reporting
- 3% to 7% of cadets offered illegal drugs by other cadets



# Confronting Problem Drinking by Class Year



\*Unlawful Drinking (e.g., drinking under age)

\*\*Inappropriate Drinking (e.g., drinking in the dorms)

➔ Desired

- Upperclass leadership lacking in this area
- More likely to confront inappropriate than unlawful drinking



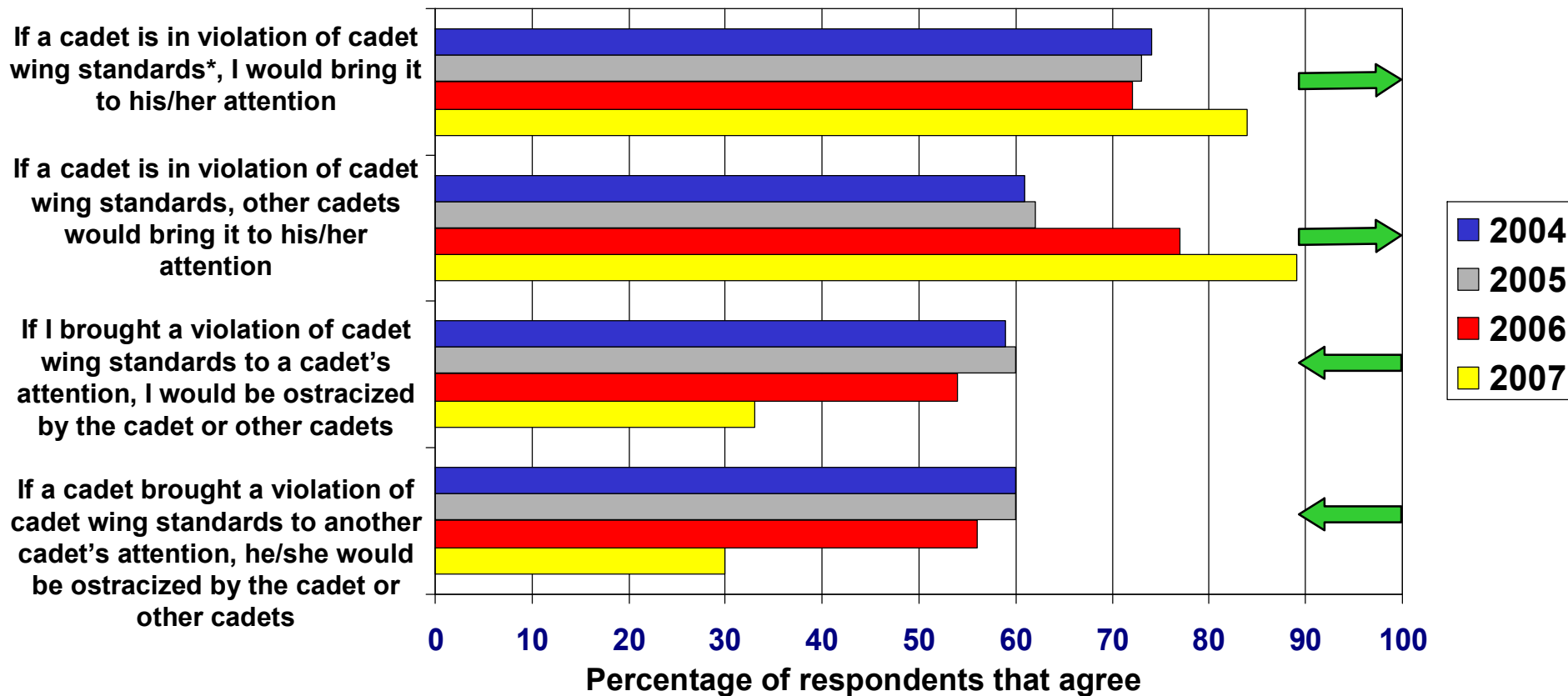
# Influence of Social Norms on Alcohol-related Behavior

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- People want to belong, to be accepted
- They are willing to conform to the behavior of others in order to gain acceptance
- Individuals make decisions about their own behavior based on their perceptions of others' behavior
- Unfortunately, their perceptions of others' alcohol use can be greatly exaggerated
- Consequently, cadets may drink to excess in an attempt to align their behavior with their perceptions of others' behavior
- Providing cadets with accurate data regarding the social norms surrounding alcohol use can decrease cadets' alcohol use



# Condonation of Violations of Cadet Wing Standards

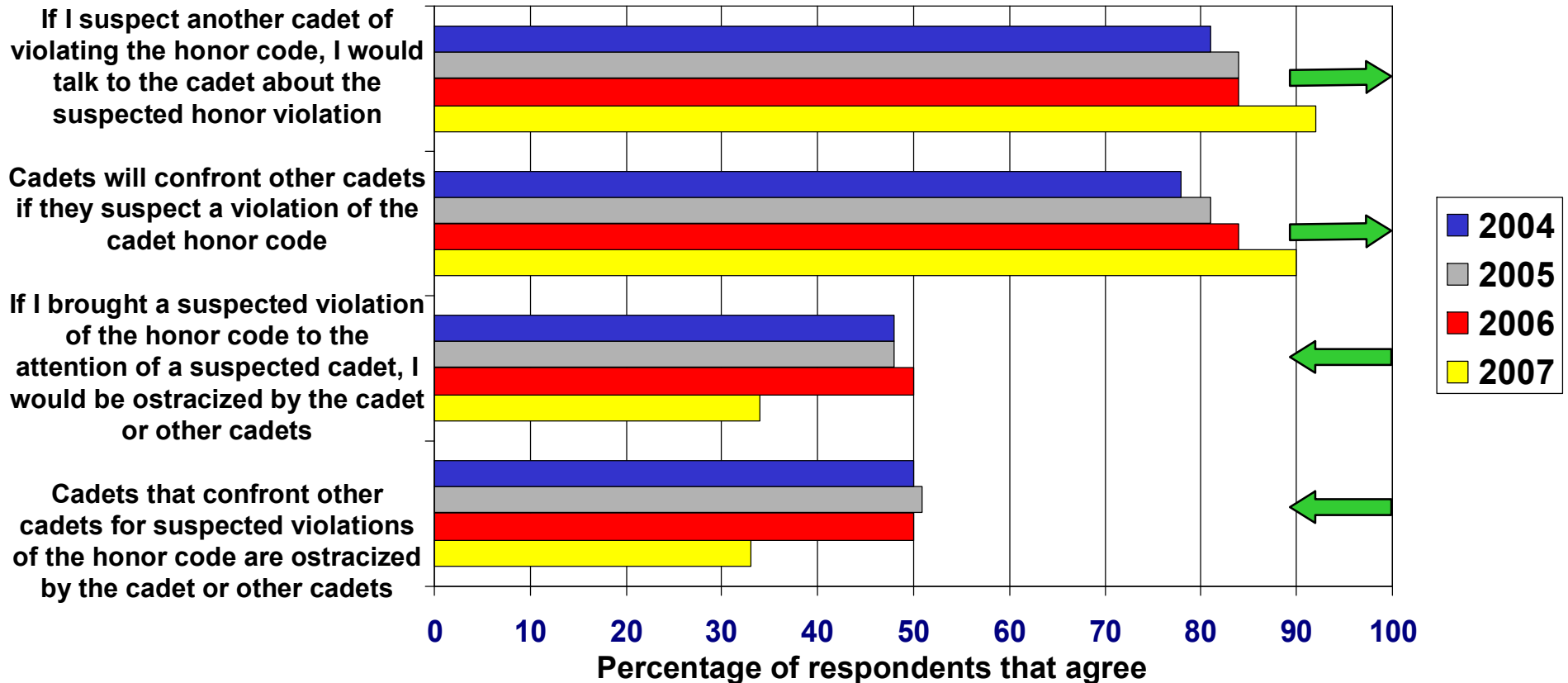


\*Violation of Standards (e.g., hair length/color/style, uniform, hands in uniform pockets, etc.)

**- Class of 07 holds higher ideals**



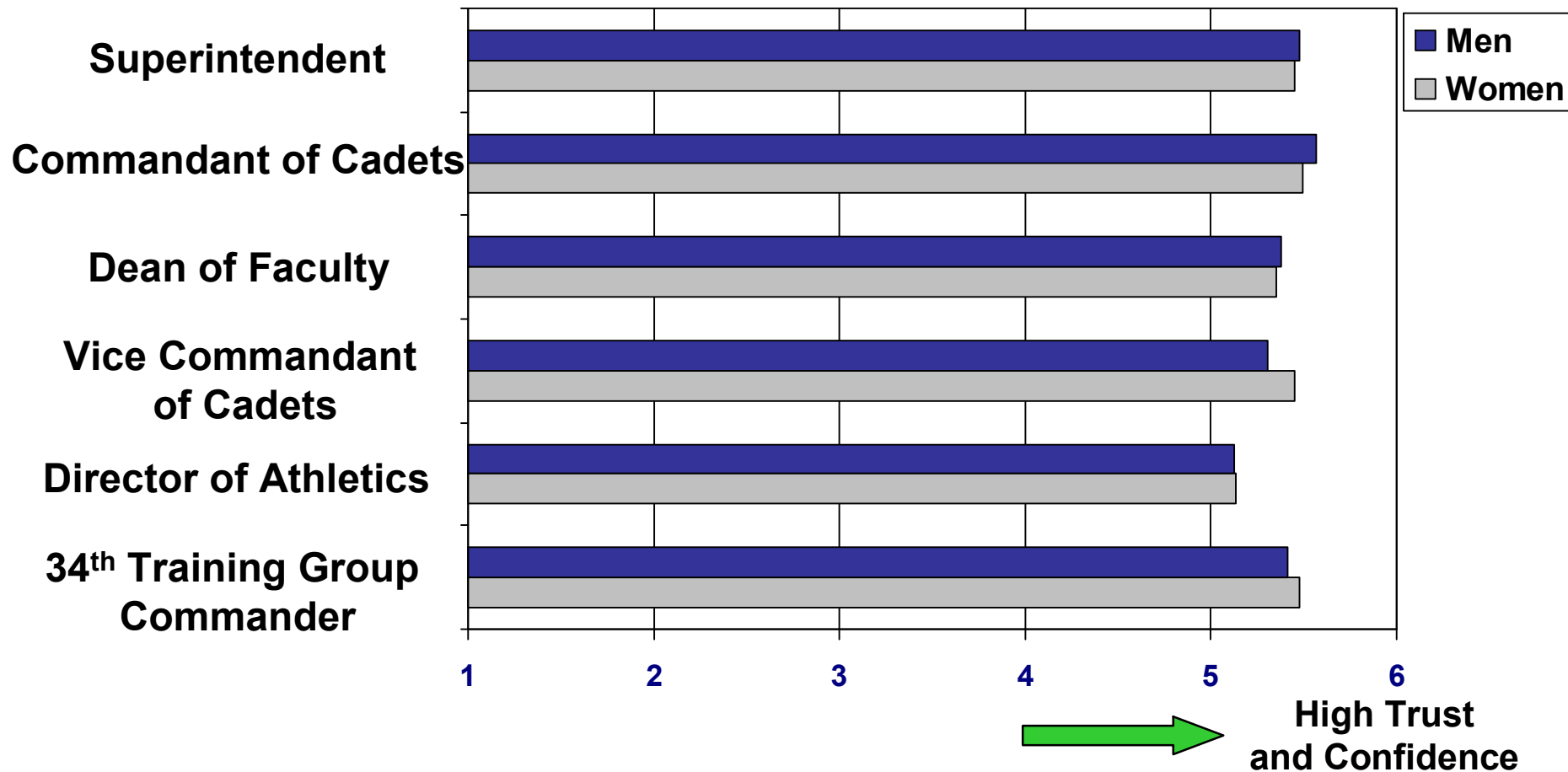
# Toleration of Suspected Honor Code Violations



- Class of 07 holds higher ideals
- Less tolerant of honor violations than other infractions



# Trust and Confidence in Current USAFA Leadership by Gender

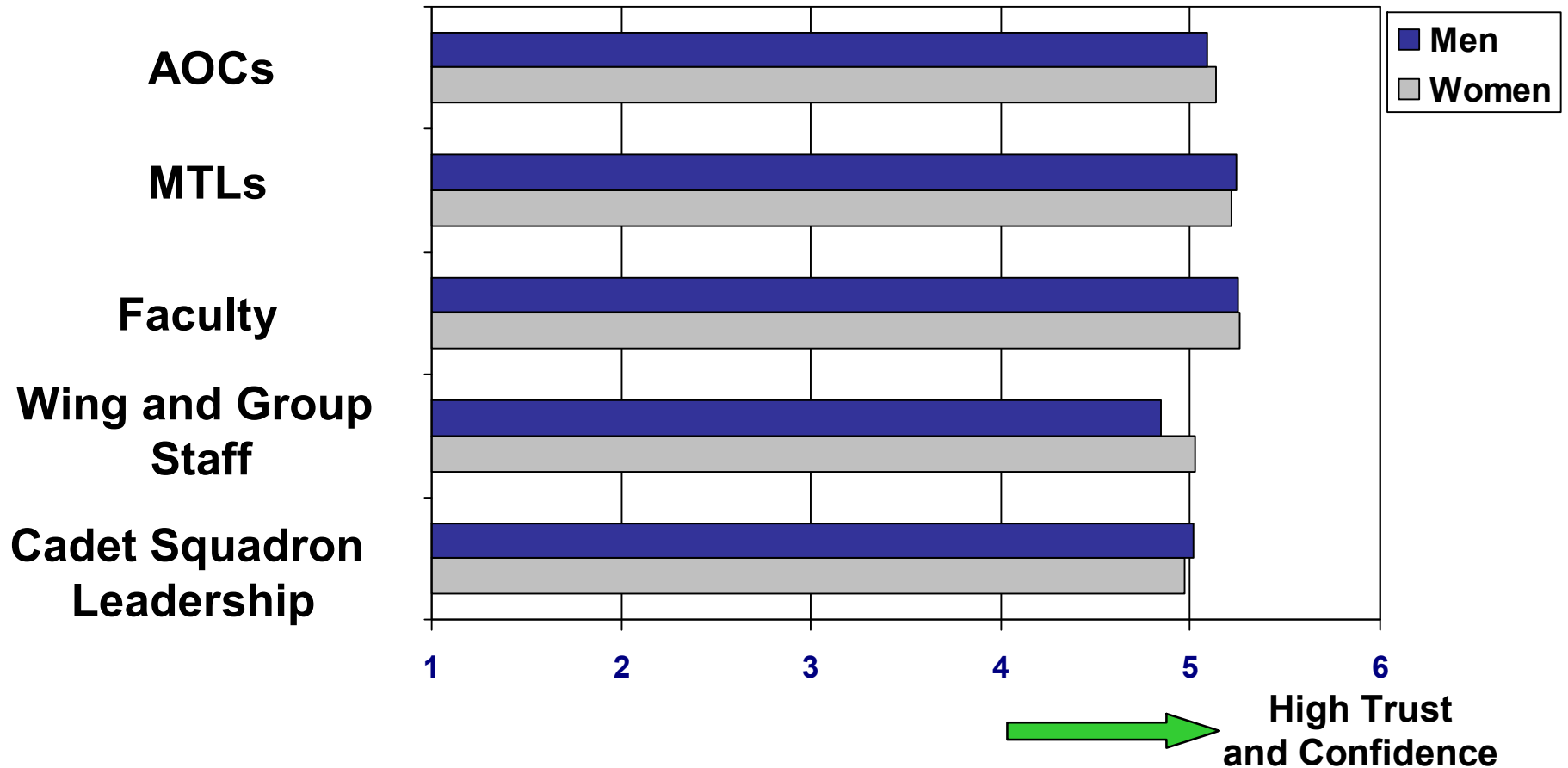


**- Cadets express strong trust and confidence in their leaders**





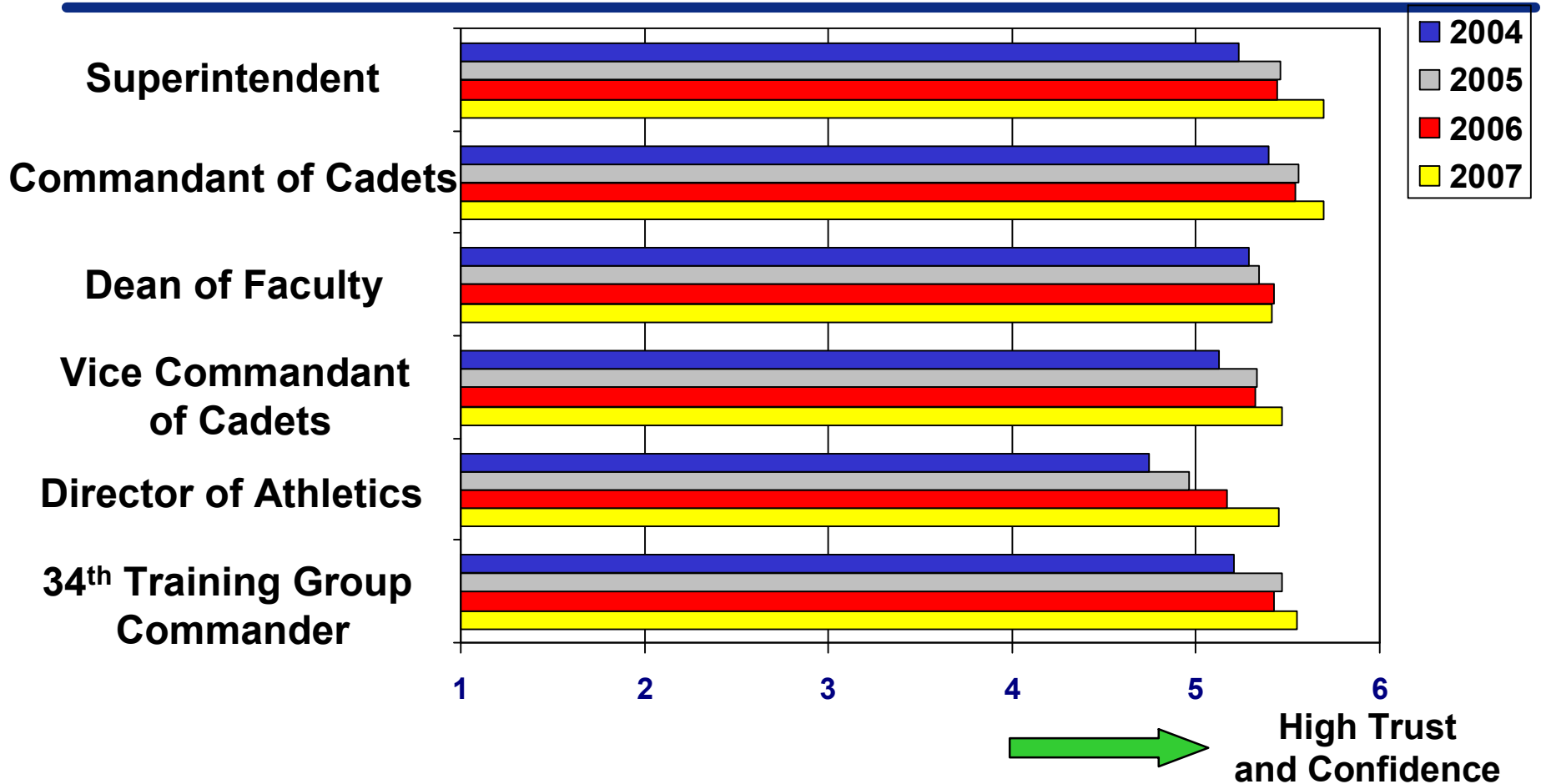
# Trust and Confidence in Current USAFA Leadership by Gender



**- Cadets express strong trust and confidence in their leaders**

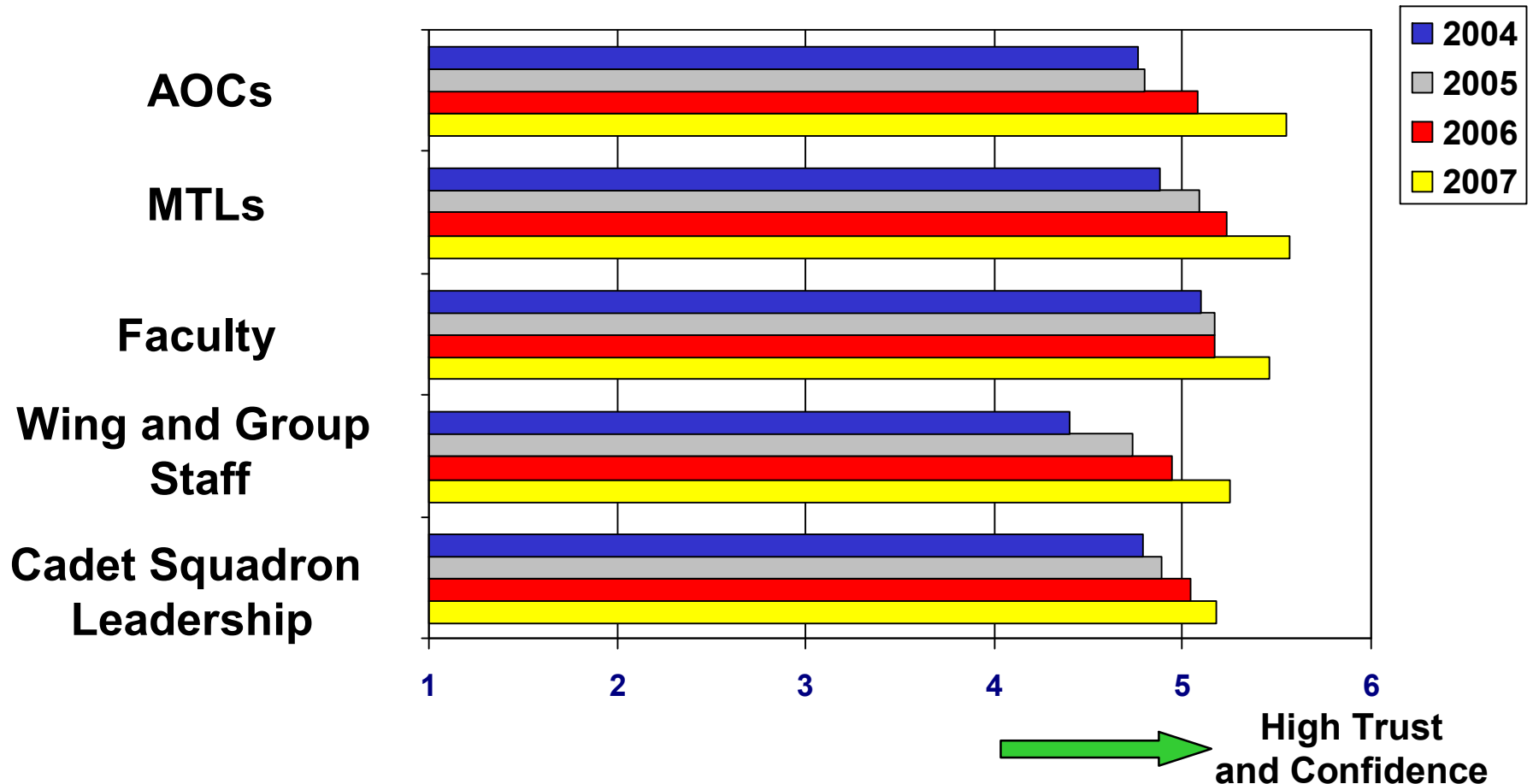


# Trust and Confidence in Current USAFA Leadership by Class





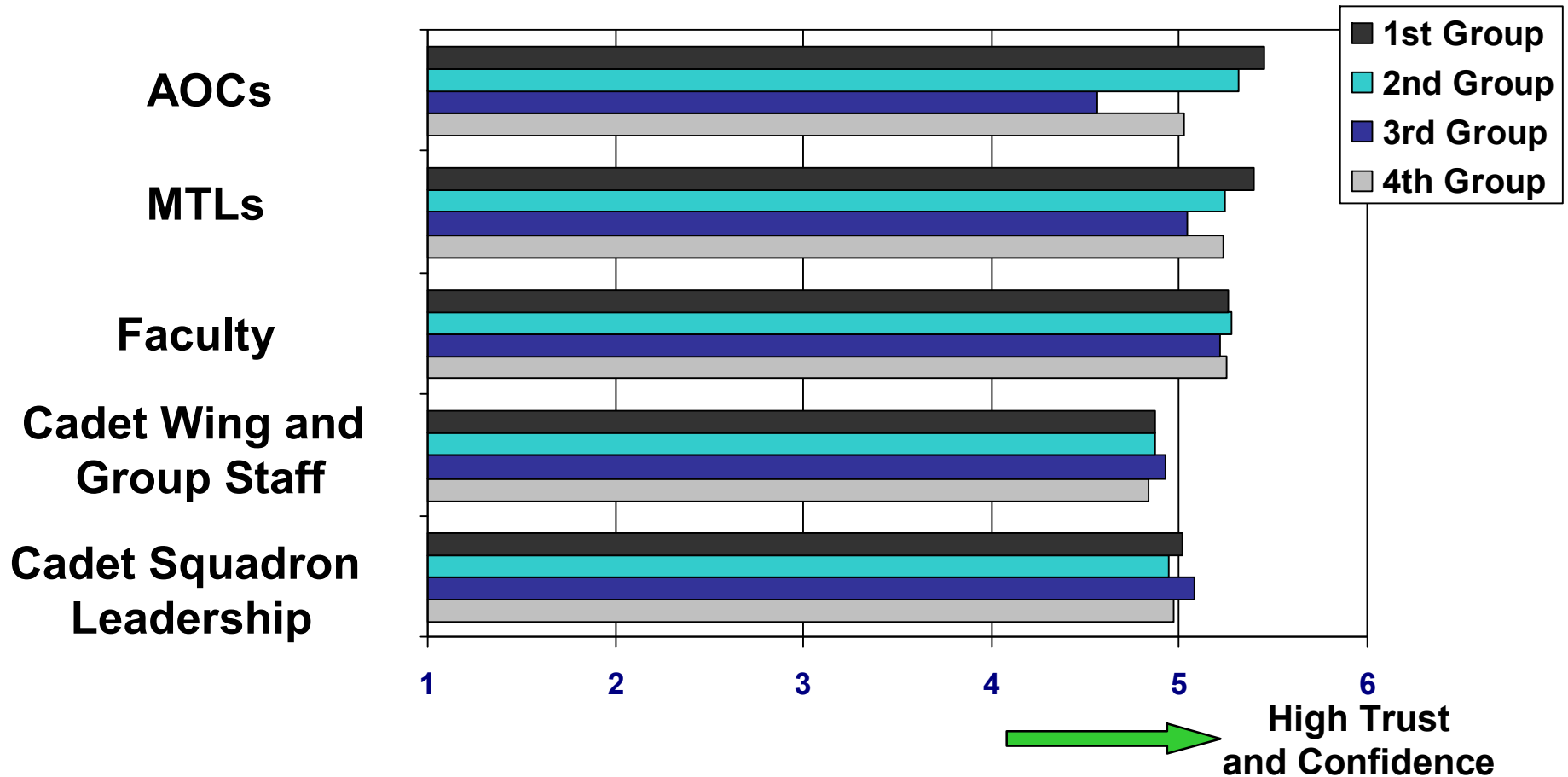
# Trust and Confidence in Current USAFA Leadership by Class



- Upperclass cadets report less trust and confidence in leadership than 4<sup>th</sup> classmen



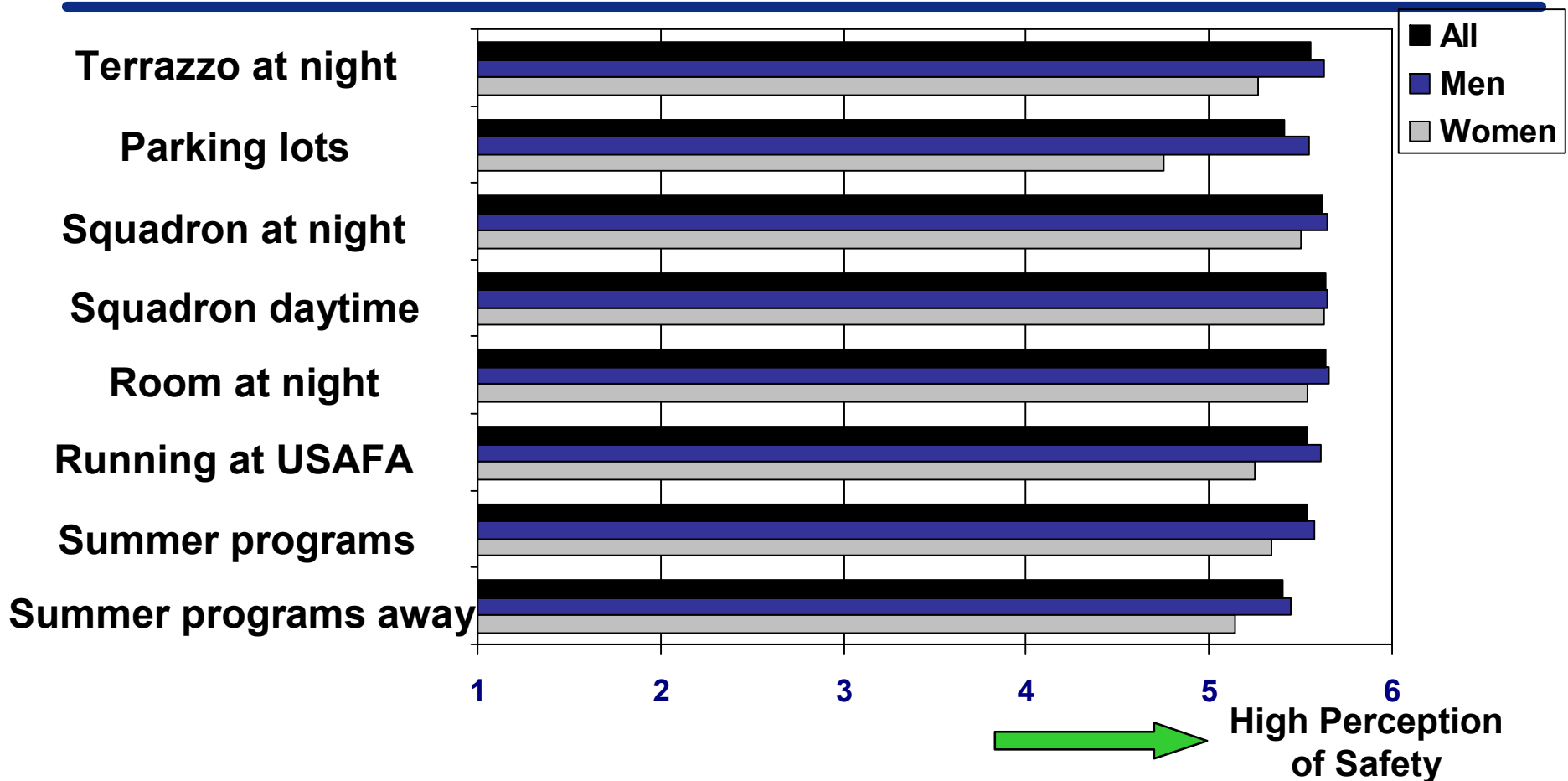
# Trust and Confidence in Current USAFA Leadership by Group



- Some disparity with 3<sup>rd</sup> Group AOCs



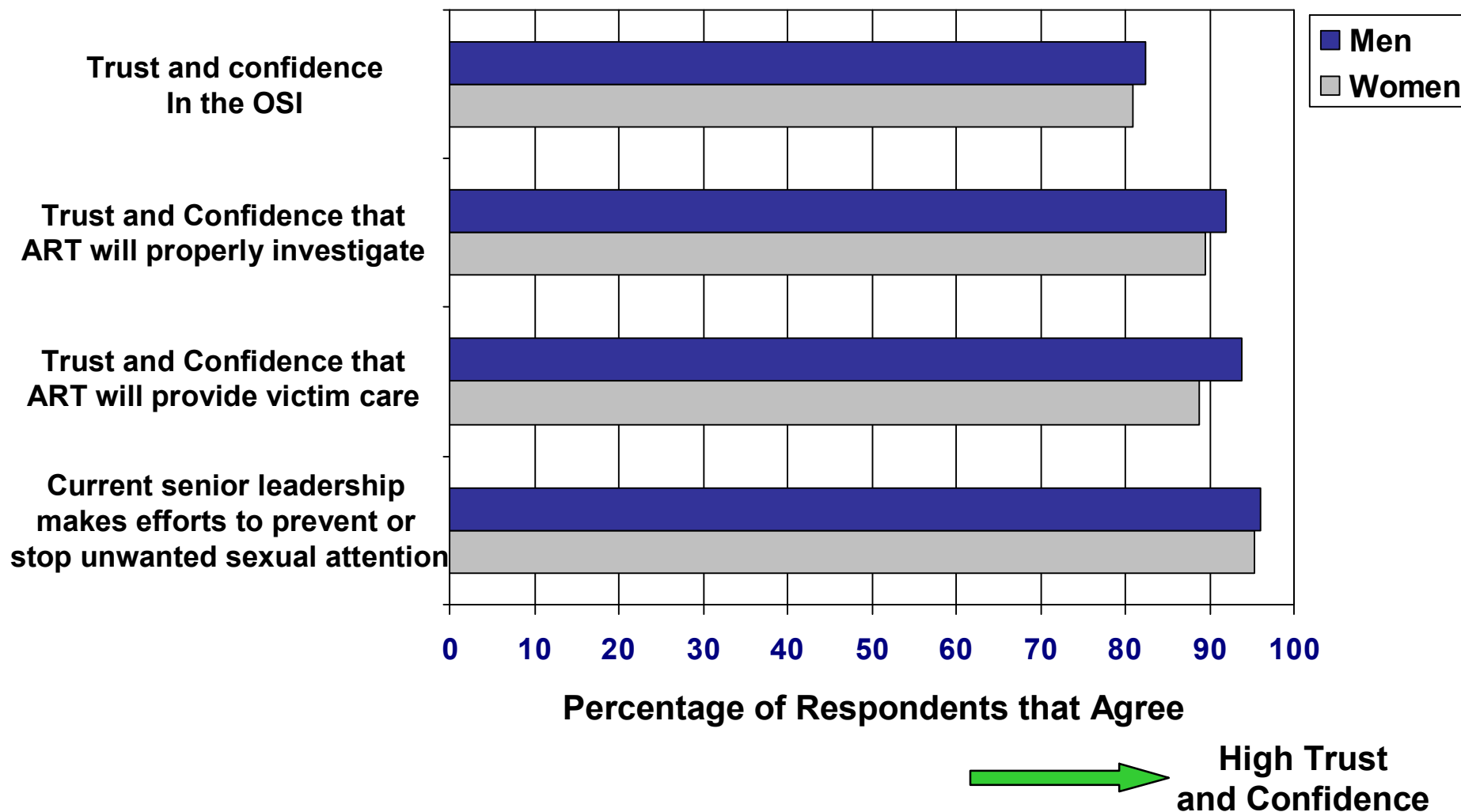
# Perceptions of Safety



- Cadets feel very safe at USAFA
- Women are most concerned about walking in from parking lots at night

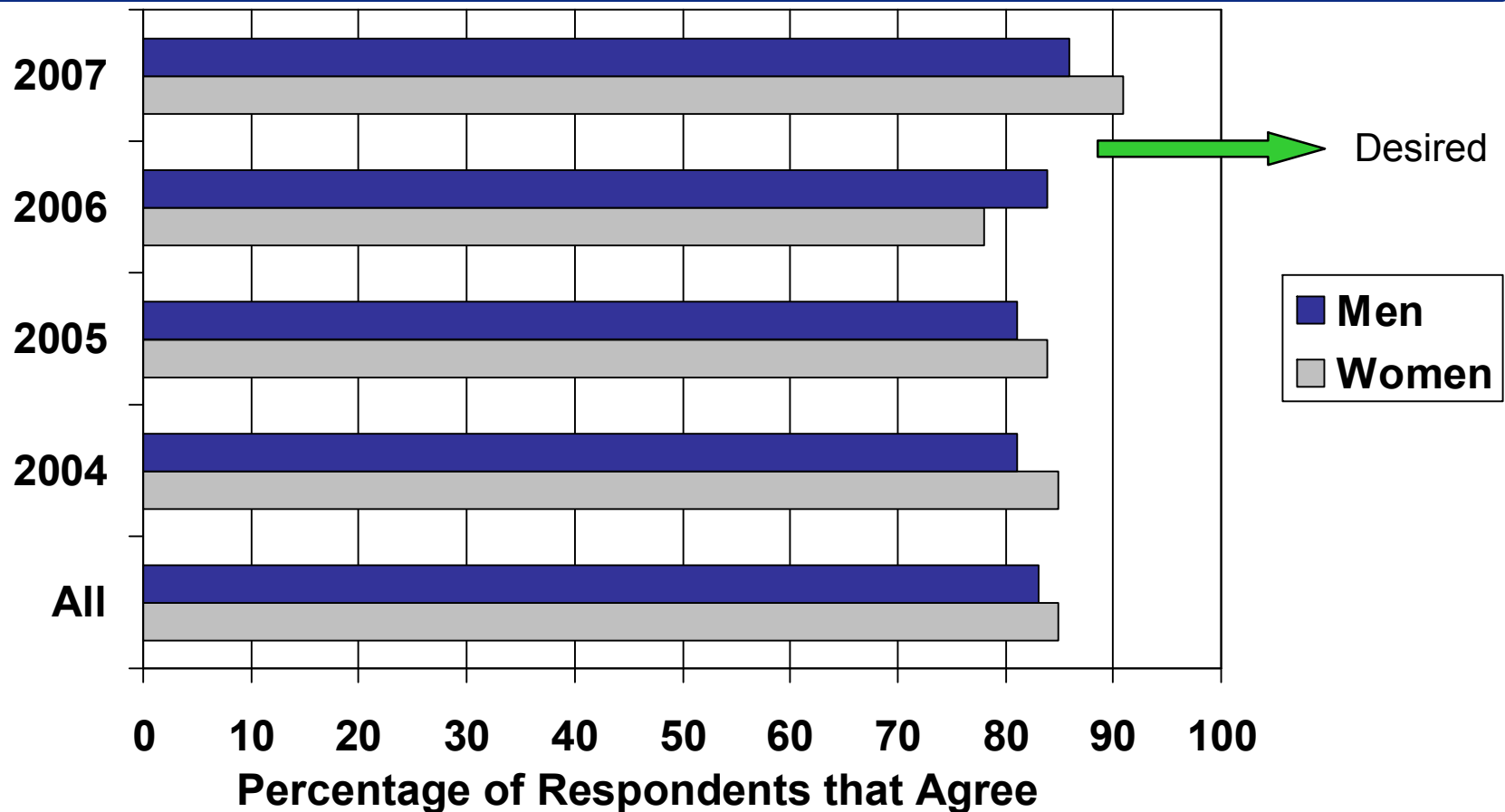


# Trust and Confidence in Sexual Assault Response by Gender





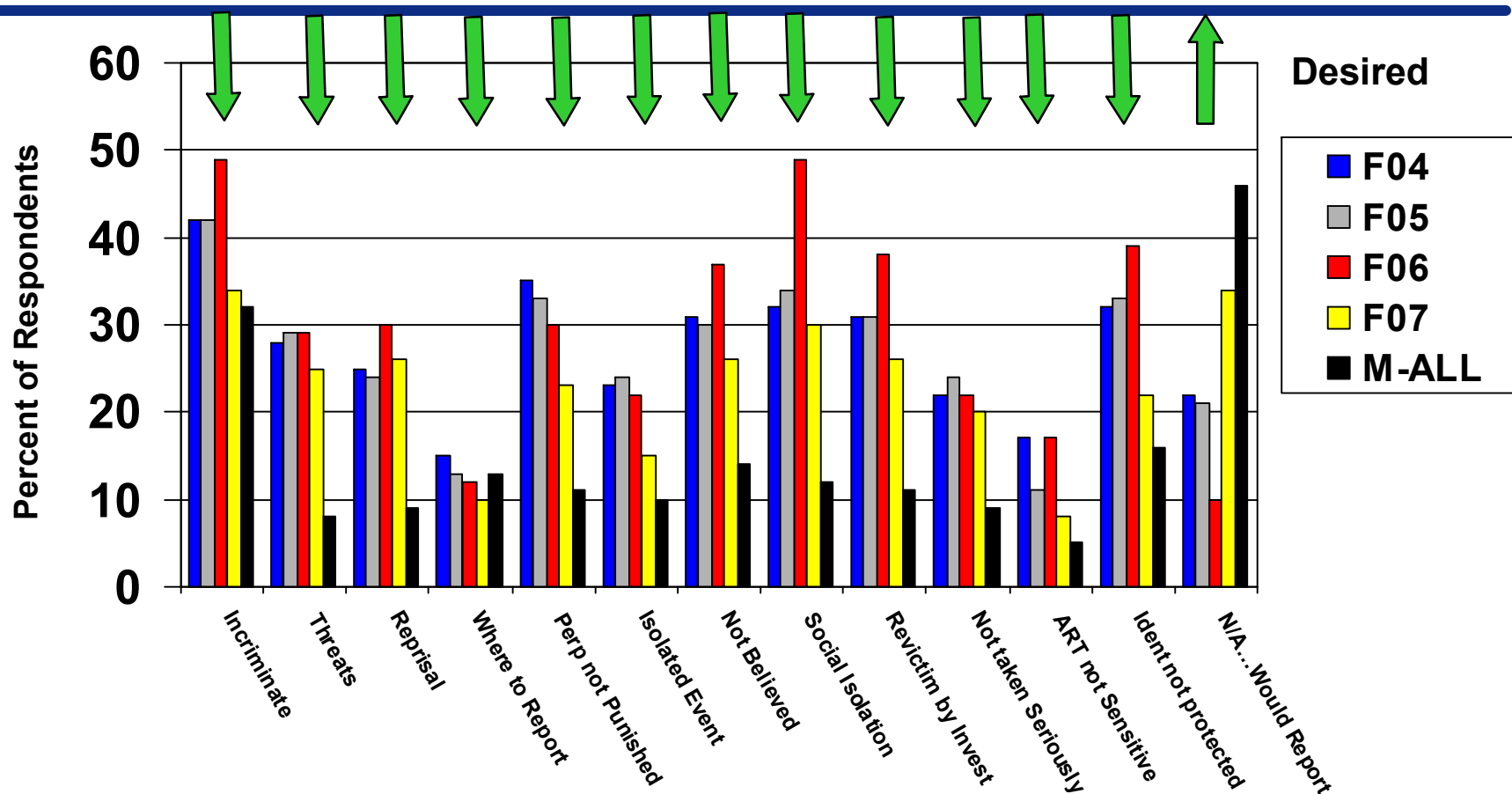
# I know how to report a suspected incident of sexual assault



- 1 in 6 cadets do not know how to report a sexual assault
- Third class female cadets show greatest confusion



# What would prevent you from reporting a sexual assault?



Note: Respondents could mark multiple responses to this item

**- Third class women show greatest concern about consequences of reporting and lowest level of willingness to report**





# Comparison with GAO Survey Data

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- **GAO conducted a web-based survey of cadets and faculty in Feb-Mar 03**
- **Areas assessed included academic and military programs, honor code, discrimination and harassment, and perceptions of preferential treatment**
- **GAO reported that 35% of USAFA cadets and faculty said the honor code is practiced as it is taught “to little or no extent.”**
  - **Climate survey data suggest that many cadets would not confront another cadet who they suspected had violated the honor code – this reflects a failure to practice what is taught**



# Comparison with GAO Survey Data

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- **USAFA Social Climate data reinforce GAO findings on perceptions of preferential treatment for women, minorities, and athletes**
  - **GAO found that both cadets and faculty perceive that preferential treatment is given**
  - **Perceptions of preferential treatment are higher for admissions decisions than for general treatment**
  - **Men/women, Caucasian/minority, and Athletes/non-athletes have differing perceptions of preferential treatment**
- **Both GAO and USAFA Social Climate data indicate that race climate is better than gender climate at USAFA**
  - **79% said atmosphere for minorities is good or excellent (GAO)**
  - **57% said atmosphere for women is good or excellent (GAO)**



# Comparison with DoD/IG Survey Data

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- DoD/IG administered survey to women in USAFA classes of 2003, 2004, 2005, and 2006 in May 03
- Areas assessed by DoD/IG that were also assessed in Supt's Social Climate Assessment included safety, sexual harassment, confidence that senior leaders are making efforts to stop sexual harassment and assault, and reasons for not reporting a sexual assault
- Safety
  - DoD/IG, Cadet Wing, and Prep School surveys indicate strong perceptions of safety
  - All surveys show respondents feel least safe walking in from parking lots and outside at night



# Comparison with DoD/IG Survey Data

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## ■ Sexual Harassment

- DoD IG Survey indicated that 69% of women have received unwanted sexual attention in the form of sexual teasing, jokes or remarks
- USAFA Supt's Climate Survey data indicate that 69% of cadet women and 75% of cadet men have heard sexual jokes occasionally or frequently
- 65% of cadet women and 70% of cadet men have heard sexual comments occasionally or frequently

## ■ Confidence in Leadership

- The DoD/IG Survey and the USAFA Supt's Climate Surveys indicate that respondents have high confidence in their leaders' efforts to stop uninvited and unwanted sexual attention.



# Comparison with DoD/IG Survey Data

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## ■ Reasons for Not Reporting

- DoD/IG Survey identified fear of ostracism (32%), concerns about being punished for other infractions (26%), and beliefs that nothing would be done (14%) as the primary reasons victims did not report their assaults
- USAFA Supt's Climate Survey data identified concerns about revealing incriminating information (41%), fear of ostracism (36%), and feeling that no one would believe your word over the word of the perpetrator (31%) as the primary reasons all women would not report an assault if it happened to them
- Men in the USAFA survey expressed some concerns about revealing incriminating information (32%), fear of ostracism (12%), and feeling that no one would believe your word over the word of the perpetrator (14%) as well

Note: For both surveys, percentages may sum to >100% because respondents were allowed to select more than one response for this question.



# Comparisons with USAFA Preparatory School Data

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- In general, attitudes of cadet candidates mirror those of 4<sup>th</sup> class cadets at USAFA
  - For example, 11% of male cadet candidates believe women do not belong at the Preparatory School. This compares to 10% of 4<sup>th</sup> class males and 22% of male cadets overall.
- Findings regarding race climate at Prep School differ from USAFA
  - At Prep School, Caucasian cadets (who are the minority), report greater concern about reprisal than racial minority cadets
- C/Cs self-reported 12% underage drinking rate
  - Lower overall rate than underage cadets (38%)
  - Higher rate than 4<sup>th</sup> classmen with similar time at USAFA (3%)
- In contrast to USAFA data, older C/Cs report greater intention to confront others who violate standards



# Conclusions

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- **Results of this survey along with other data points indicate we have problems at USAFA**
  - **Areas of greatest concern: Condonation and Toleration, Alcohol, Gender climate, Sexual Harassment, Knowledge of Sexual Assault Reporting Procedures, and Trust and Confidence in Responses to Sexual Assault Reports**
- **Data suggest that cadets enter USAFA with more positive attitudes than upperclassmen and greater intention to uphold standards, but that these attitudes may fade over time**
- **Results provide insight for redesigning programs to improve climate**
  - **New and improved programs are underway to address concerns about Alcohol, Gender, Sexual Harassment, and Sexual Assault Reporting Procedures (e.g., ART breakfasts with each cadet squadron)**



# Way Ahead

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- **USAFA senior leaders have declared war on our corrosive social climate**
- **To affect change, each of us recognize these problems and seize the opportunity to do what's right**
- **We must unite in purpose and passion**
- **We must refuse to tolerate violations of standards, inappropriate and unlawful use of alcohol, dishonorable behavior, and cynicism**
- **We must lead by example**
- **We must never lose faith in each other or in the institution we serve**





*Integrity - Service - Excellence*